FIRST NATIONS FORESTRY COUNCIL

ABORIGINAL PARTICIPATION IN THE FOREST SECTOR

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I

Introduction

This report was prepared for the First Nations Forestry Council by KPMG Management Consulting in Victoria and reflects the findings of the pilot project to develop a monitoring system to measure and assess Aboriginal participation in the Forest Sector. The FNFC monitoring system focuses on the areas of economic development and employment; education and training; and planning and resource management. The companion handbook explains, in detail, the methodology used and includes both the original and subsequently revised surveys and interview guides. The revised data collection instruments should make future data collection both more efficient and more effective.

This document presents the findings from each of the target groups (First Nations, Forest Service and Forest Industry) with respect to each of the subject areas (except employment) in Chapters II through IV respectively. The employment section, from each of the three surveys, is combined and presented in Chapter V. Detailed quantitative results are presented in the Appendices.

In addition to the companion Handbook and this report, a summary of key findings will be prepared for distribution to all participants.

This project would not have been possible without the cooperation of First Nations, Forest Service District Offices and Forest Industry participants throughout British Columbia. We wish to thank the many people who took considerable time out of their busy schedules to contribute the information contained in this report.

II

First Nations

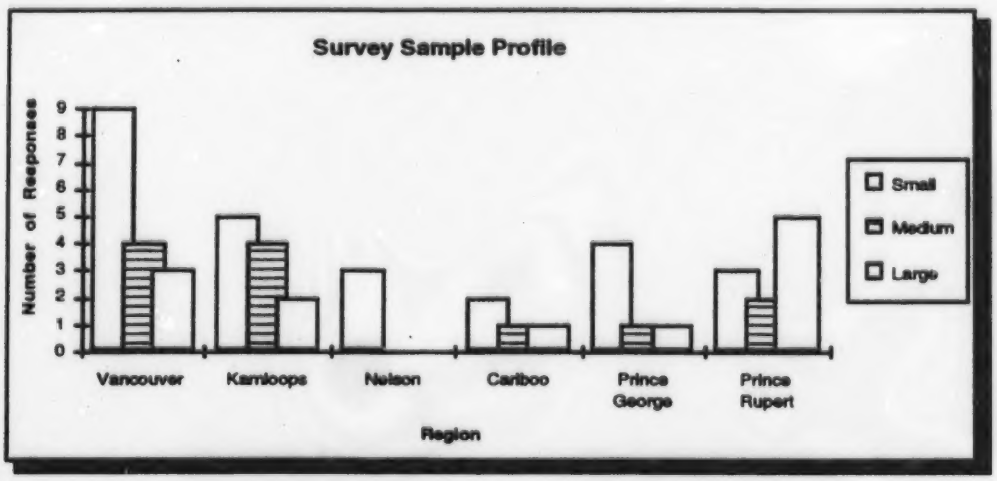
Respondent profile

The First Nations survey data were obtained through face-to-face and telephone interviews, supplemented by mail-out questionnaires. In total, this section contains feedback from 50 of 198 First Nations throughout the province; 34 interviews were conducted in person, four by telephone and the remaining 13 by fax with telephone follow-up.[1]

- Vancouver 16% (16/99)
- Kamloops 31% (11/35)
- Nelson 60% (3/5)
- Cariboo 27% (4/15)
- Prince George 38% (6/16)
- Prince Rupert 36% (10/28)

The sample was designed to include proportional representation by both Band size and Forestry region. Referring to Exhibit II-1, of the 50 responses, 26 were from smaller bands (0 to 500 members), 12 were from medium-sized bands (501 to 1000 members) and the remaining 12 were from large bands with over 1000 members.

Exhibit II-1 (First Nations)



1 *Although 51 interviews were conducted, one interviewee requested that information from the interview not be included in the database.*

A. Economic development

1. Communication regarding forestry issues

First Nations in British Columbia deal with forestry issues in many different ways. Some Bands have their own sophisticated forestry programs, while others organize their efforts collectively through their Tribal Council. In many cases, Band administrative personnel and Band Councillors are overworked and under-resourced and not able to respond to forestry issues as they would like because of the realities of severe organizational constraints.

First Nations respondents were asked which groups they communicate with on an ongoing basis regarding forestry issues, and of those groups, which one group they communicate with most frequently. Referring to Exhibit II-2, almost 3 out of every 5 (57.8%) respondents indicated that they have ongoing communication with their Forest District office and over half (52.5%) indicated that the Forest District office is their most frequent communication channel regarding forestry issues. Other communication channels are utilized less frequently; over half (52.5%) indicated that they deal with their Tribal Council, and less than 30% of the respondents communicate with an Aboriginal Forestry Advisor (25%) or through other channels (29%) on an ongoing basis. Another communication source frequently mentioned was a private consultant hired by the Band to deal with forestry issues. Overall, fewer than 20% indicated that any of these other (excluding Forest District office) channels are their most frequent contact point.

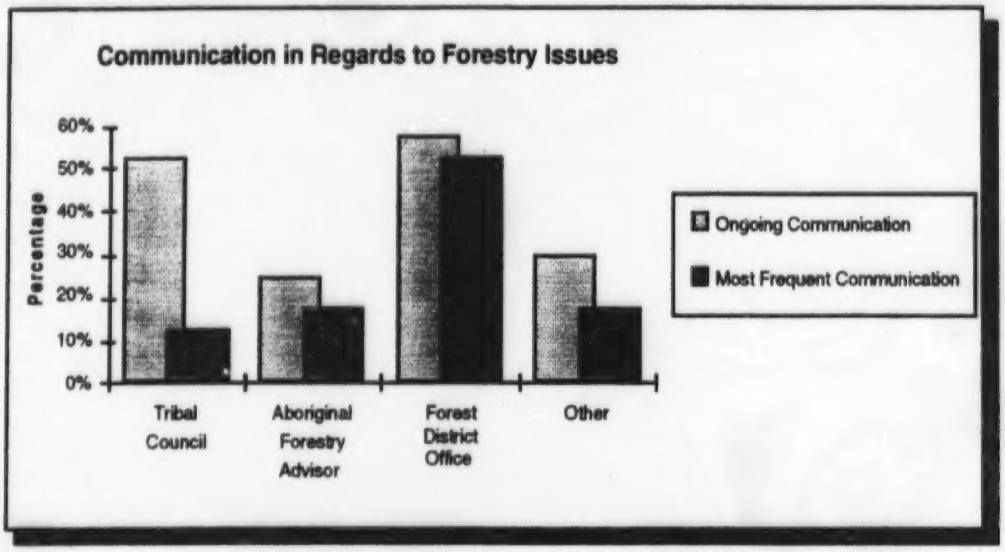
There is considerable concern with respect to the effectiveness of the Aboriginal Forestry Advisor position. Many respondents felt that First Nations would realize more benefit if the position was responsible to, and acted on behalf of, the Bands within each Forest District rather than being directly responsible to each Forest District office.

2. Forest Service silviculture contracts

First Nations respondents were asked about their interest and awareness of both Direct Awards and Competitive bid opportunities. About 20% of respondents were unaware of the Direct Awards Program (20.4%) and wanted to be better informed by their District office about such initiatives; 18% were unaware, or not interested in, competitive bid opportunities, most often because logging was not an activity in their traditional territory or they were not yet organizationally ready to respond to opportunities at this time.

Direct Award opportunities are initially conveyed through Forest Service communications (39.5%) and, specifically, the Aboriginal Forest Advisor (18.4%). However, First Nations respondents find out about direct award opportunities though several other avenues including their forestry consultant, if they have one, and/or their Tribal Council.

Exhibit II-2 (First Nations)

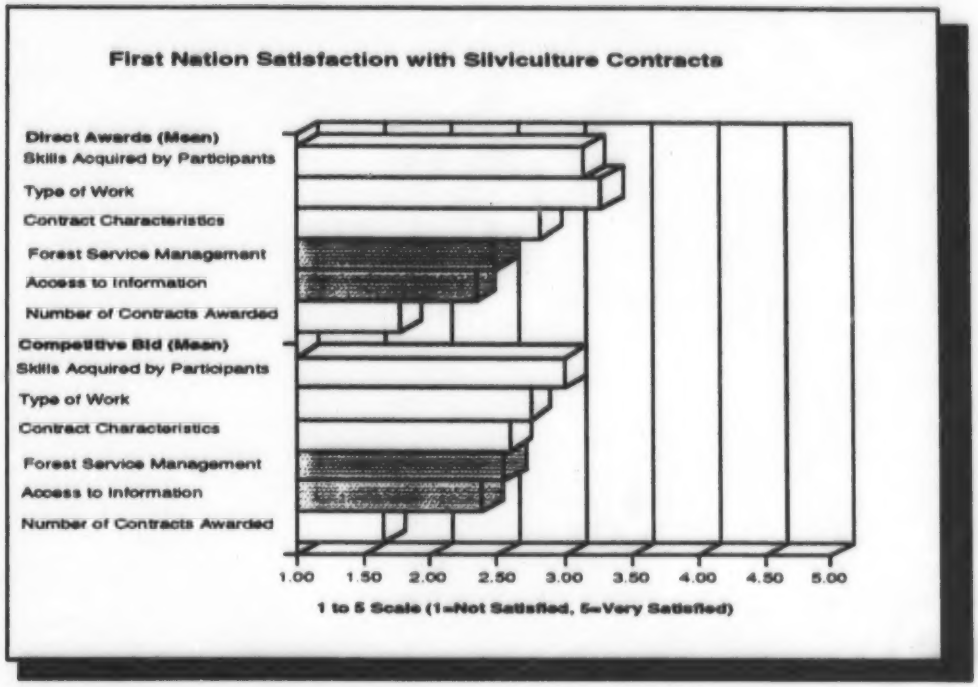


Respondents initially find out about competitive bid opportunities through the local paper (37.5%), the Forest District office (20%) and from Forest Service notices (12.5%). Fewer respondents find out about these opportunities from an Aboriginal Forestry Advisor (7.5%) or other avenues (10%).

Many First Nations in the province respond to silviculture opportunities with the Forest Service at the Band level, while others chose to encourage and support individual community members to establish and pursue a silviculture contracting business. When Bands chose the latter arrangement, their contractors sometimes experience difficulty in communicating this arrangement to their local Forest District office; for example, information sometimes continues to go to the Band office when it would be more efficient for it to go directly to the Band sanctioned contractor. Also, in cases such as these, our interview process was not always able to capture current and/or total information.

When asked to indicate their level of satisfaction with various aspects of both Direct Award and competitive silviculture contracts (on a 5-point scale, with "5" being "very satisfied"), respondents indicated, on average (see Exhibit II-3), that they are most satisfied with the type of work and the skills acquired by contract participants (average rating of approximately 3). They are less satisfied with the number of contracts that are awarded, and their access to information regarding these opportunities (rated below 2.25 on average). Detailed regional-level findings regarding satisfaction with silviculture contracts may be found in Appendix A.

Exhibit II-3



Respondents were given an opportunity to identify particular aspects of silviculture contracts which they were either satisfied with or dissatisfied with; responses are summarized in Exhibit II-4. We are reporting frequencies only to illustrate the relative differences in issues between Direct Awards and competitive opportunities. **The reader is cautioned not to conclude that these frequencies represent the magnitude of either satisfaction or dissatisfaction.** These were unprompted responses, and serve only to identify issues; for the next implementation of the monitoring system, similar response categories should be added to the list presented to respondents (as in Exhibit II-3) so that a true indication of magnitude can be obtained. It is, however, the interviewers' opinion that most of these issues are of considerable concern for most of the respondents and should be taken seriously.

In general, respondents felt that there was not enough time built into the Direct Award contracts to allow for necessary training; this was not as much of a concern for competitive opportunities because workers were usually more experienced. Ineffective follow-through/up from the Forest Service was preventing some Bands from gaining the experience and training needed to enable them to move to the stage where they could compete competitively. Some respondents expressed concern about the intense level of effort required to obtain information or deal with District office bureaucracies or, as is the case for some Bands, deal with two or three District offices (and experience significant management and administrative inconsistencies). Many respondents expressed a desire to be more involved in the administration of silviculture contracts within their traditional territories. Contracts which are far away from their communities are particularly stressful for Native families.

Exhibit II-4
Satisfaction and dissatisfaction with the silviculture contract process (First Nations)

Issue	Number of Responses	
	Direct Awards	Competitive Bid
Satisfied With:		
Training and skill development.	5	2
Access to resources, A.F.A. & information.	2	3
Level of participation in program.	2	2
Opportunity to develop self-confidence.	1	1
Contracts awarded in own region.	1	0
Dissatisfied With:		
Time frame or timeliness of awards.	10	2
Follow-up from the Forest Service.	8	2
Level of effort required to obtain information.	8	4
Opportunity to co-administer program.	7	3
Our organizational ability to respond & economies of scale.	6	10
Training opportunities - funding.	5	2
Number of contracts available.	5	0
Size of contracts available.	5	2
Geographic characteristics of contract.	4	3
Application process.	3	3
Fairness of the award process.	3	6
Non-recognition of traditional territories.	2	3
Payment terms.	2	6
Co-operation of government and industry - admin of awards.	1	0
Inconsistent government policy across districts.	1	1

With respect to competitive bid opportunities, some respondents expressed frustration with the award process and felt that contracts were automatically going to the lowest bidder who, in some cases, were able to "buy" the occasional contract because they ran large operations and had other, more lucrative contracts elsewhere. Deposits and payment schedules are a problem for some. Timing is often a problem; Native crews often need additional working time, which does not necessarily mean a higher contract price, but may mean a slightly longer contract term to accommodate training needs and the possible introduction of new (or different) work practices.

First Nations in this province are in various stages of organizational development with respect to their ability to respond to these opportunities. Those who are fully prepared and able to respond to contract opportunities, want increased access now to silviculture work within their traditional territories. Others, who are yet at this stage, want increased developmental opportunities. Most Native operations need opportunities that will nurture growth and development, and provide enough revenue for capital investment and training. Sporadic and short term contracts do not offer Native communities the economic development opportunities they are looking for.

3. Silviculture opportunities with industry

There are varying attitudes with respect to First Nation—Industry relationships. Some respondents approach relationships with industry cautiously, while others have established cooperative working relationships with non-native forest companies. In general, most respondents indicated concern with the level of resources available, and therefore the power imbalance, between the major industry players and individual First Nations. Industry players are usually able to rely on legal and technical expertise and organizational support that most often far surpasses Native resources. This creates an uneven playing field, not only in contract negotiation, but also in all communication and interaction between the parties.

First Nations respondents were asked if their Band, or if members of their Band, had silviculture agreements with industry within the last 12 months. Almost 60% (56.6%) of the respondents indicated that they had no such agreements with industry. Of the those who did, more Bands had contract agreements than joint venture agreements (10 responses versus 4). Specifically, those Bands with contract agreements reported between 1 - 6 agreements (mean of 2.1) whereas Bands with joint venture agreements reported between 1 - 3 agreements (mean 1.5). On average, 11 employees were involved in each contract agreement for a work term of 3.3 months each.

Exhibit II-5
Details of First Nations silviculture agreements with Industry (First Nations)

	Average Number	Responses
Contract agreements	2.813	16
Joint venture agreements	0.800	10
Employees	12.400	15
Work Term (months)	3.438	16

Respondents were also asked what they felt some of the strengths and weaknesses of the above agreements were. Exhibit II-6 provides a summary of their responses.

When Bands were asked about the types of agreements which they intend to pursue in the future, of the 30 respondents who indicated they intend to pursue contracts, the majority (66.7%) were divided between those who anticipate targeting both types of agreements, and those who anticipate targeting only contract agreements (refer to Exhibit II-7). Only two respondents indicated that they will focus exclusively on joint venture contracts.

Exhibit II-6
Strengths and weaknesses of agreements with industry (First Nations)

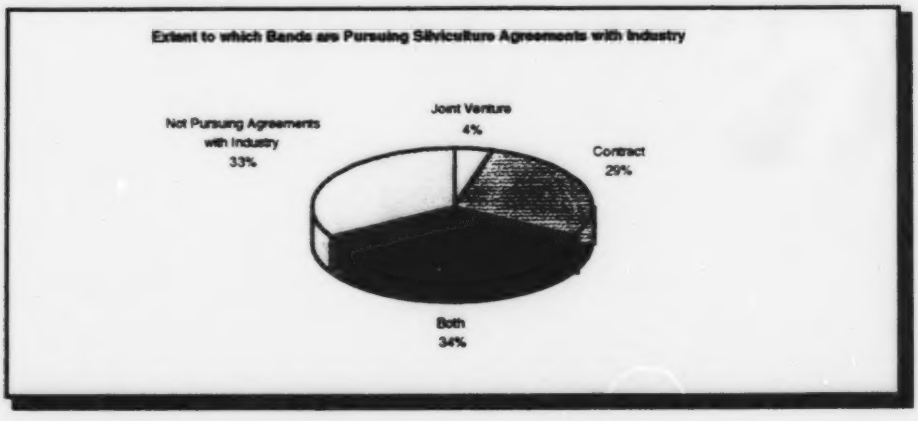
Strengths

Opportunity to establish relationships with industry.
Opportunity for employment.
Opportunity for training and to develop contracting skills.
Opportunity to build relationship with industry.

Weaknesses

Intense level of effort necessary to build relationships.
Limited funds built into contracts for training.
Our organizational ability to respond (and negotiate terms and conditions of contracts) is usually weaker .
Terms of employment.
Racism.
Insufficient return/profit to invest in equipment.
Reluctance to recognize traditional territories.
Reluctance to let us deal with traditional territory overlap issues.

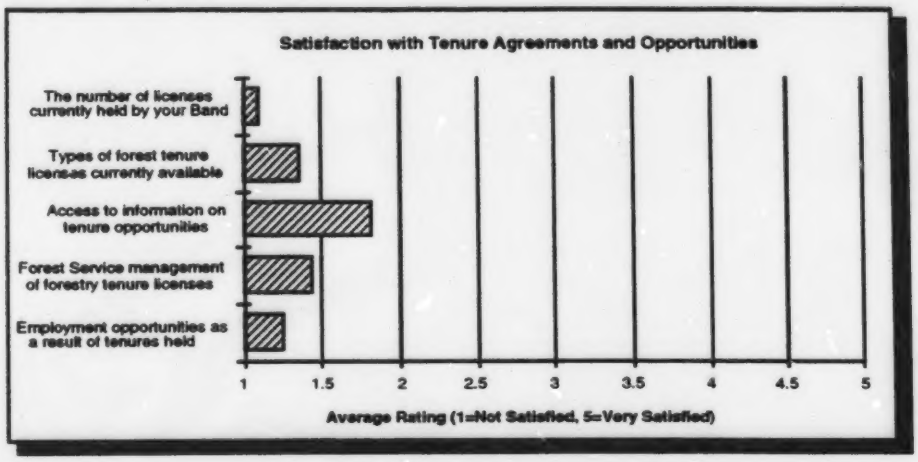
Exhibit II-7 (First Nations)


Extent to which Bands are Pursuing Silviculture Agreements with Industry
Not Pursuing Agreements with Industry 33%
Joint Venture 4%
Contract 29%
Both 34%

4. Access to tenure

First Nations were asked to indicate on a 5-point scale (with "5" being "very satisfied") the extent to which they are satisfied with various aspects of tenure agreements and opportunities. **Overall, respondents are not satisfied with any of the aspects we asked them to comment on.** However, with an average response of 1.8, respondents are most satisfied with access to information on tenure opportunities. No other aspects were given a rating higher than 1.5 (see Exhibit II-8).

Exhibit II-8 (First Nations)



First Nations respondents were also asked to comment on their concerns and areas where they feel access to tenure could be improved. Responses are summarized in Exhibit II-9.

Exhibit II-9
Concerns and Improvements regarding access to tenure (First Nations)

Concerns

Access to information requires intense level of effort.
Our organizational ability to respond to the Forest Service is hindered by our lack of resources to devote specifically to forest issues.
Inefficiency of Forest Service administration - bureaucratic nightmare.
Current size of our tenure - no economies of scale.
Non-recognition of traditional territories .
Non-recognition of responsible logging practices in awards process.
Industry and government are not addressing First Nation concerns.
Eligibility requirements.
Inconsistencies with government policy and administration across districts.
Cannot always effectively respond within Forest Service time frames.
We do not have the resources to explore access with the province.

Strategies to Improve

First Nations tenure & control of own resources.
Co-management of resources within our traditional territories.
Interim measures should be negotiated to protect existing resources.
Settlement of land claims.
Forestry management training program should be expanded and should be co-managed by First Nations.
D. I. A. involvement should be eliminated/reduced - stumpage royalties.

Respondents are extremely dissatisfied with their access to tenure and many feel they do not have adequate resources to effectively explore resource allocation with the province. Most respondents feel First Nations should have right of access to a portion of the AAC within their traditional territories. Generally, respondents want a process to be developed, in the very near future, which will ensure a legitimate and effective role for First Nations to co-manage the forestry resource within their traditional territories. Many respondents expressed their frustration with too much talk and too little action.

8. FRDA participation

Well over 1 in 3 (38.3%) of the bands we spoke with are involved in initiatives that received FRDA funding. These initiatives are most often silviculture based. Other initiatives include the development of resource management plans and resource inventories.

B. Education and training

Only five respondents (10.4%) indicated that one of their members sits on an advisory board or board of directors for a public institution that offers a natural resource program. Of these, only one indicated that they felt this offered a large opportunity to be involved in program development.

Over half of the respondents (53.2%) indicated they knew of at least one community member who was either attending a forestry training program or pursuing a post-secondary education aimed at a career in forestry. Referring to Exhibit II-9, most of these members were in technical skills programs (22 responses with an average of 2.96 participants). Two respondents indicated that at least one of their community members is attending a university-level program.

Exhibit II-10
Average number of individuals involved in training programs (First Nations)

Training Program	Responses	Mean
Technical skills training program	22	2.96
Professional training program	16	1.06
Trade-oriented training program	13	2.62
Community college programs	15	1.07
University programs	13	0.39
Other	10	3.20

In general, those respondents who were familiar with forestry training programs identified the following **concerns with respect to public training programs:**

- Lack of information, at the community level, about training opportunities.

- Training programs are too short.
- Lack of employment opportunities following training.
- Some of our students are leaving high school without the pre-requisites to enrol in training programs.
- Need for increased Aboriginal participation in program development.

And offered the following **suggestions as to how programs could be improved:**

- More local programs which integrate with other, more centralized programs.
- More applied and basic training programs.
- Career planning at the high school level.
- Access to resources (Native councillors) to address social problems (as part of program development).
- Foster a greater commitment by program participants (encourage community support).

Roughly one-half (45.5%) of respondents indicated that they have developed (or participated in the development of) a forestry training program specifically for their community members. Subject areas included: silviculture, log scaling, first aid, fire fighting, park and campsite management, selective logging techniques, recreation and resource inventory development, forest management planning, and surveying. Development partners included: Forest Service, industry, provincial/federal governments, technical institutions, community members, and St. John's Ambulance.

Those respondents who had participated in the development of forestry training programs specifically for their community identified the following **challenges with respect to training program development and delivery:**

- Insufficient permanent work available for training program graduates.
- Logistics of transportation to training sites.
- Low entry level skills or disparate skill levels of program participants.
- Social problems.
- Insufficient funding and high costs.

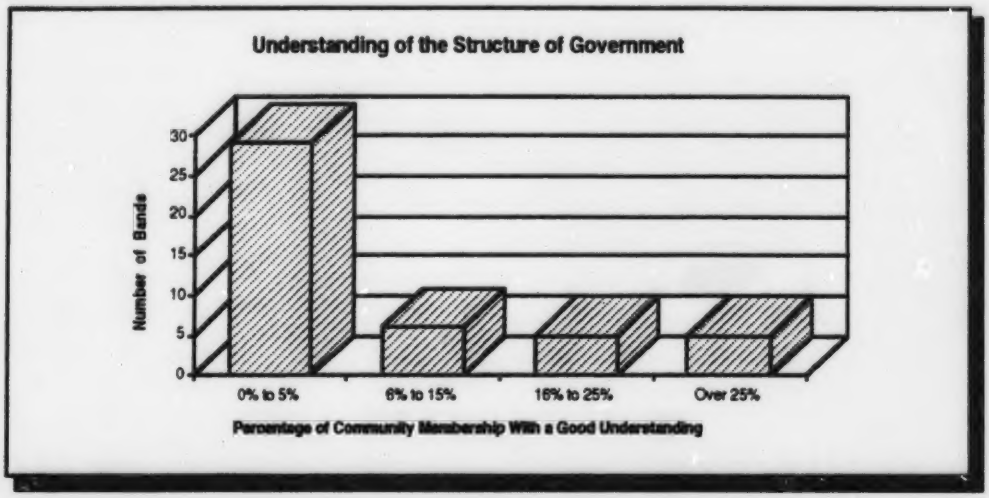
They also identified several accomplishments which included:

- Experience of program development.
- Opportunity for participants to develop and apply skills.
- Contract with the Forest Service.
- Contract with industry.
- Industrial First Aid accreditation.

When asked about their impressions of the level of public awareness of First Nations issues and concerns (with respect to forestry), an overwhelming majority of respondents indicated that they feel the public are unaware (87.5%); only one respondent indicated that they feel the public are very aware.

Each Band was asked to indicate the percentage of their community membership who have a good understanding of the structure of government. Referring to Exhibit II-11, a strong majority of the Bands who responded to this question (29/45) indicated that 5% or fewer of their members have a good understanding. Only about 1 in 3 Bands (16 total) indicated that over 5% of their members have a good understanding of government structure.

Exhibit II-11 (First Nations)



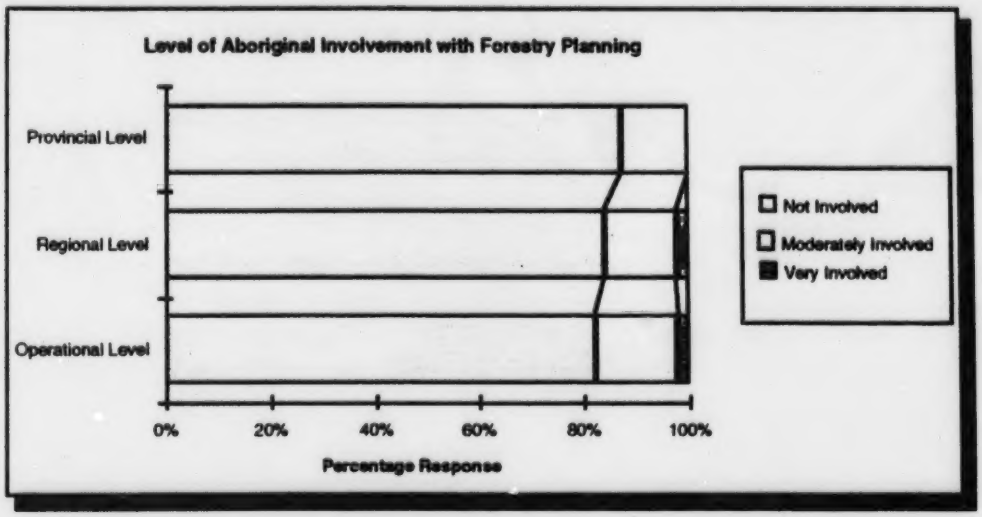
C. Planning and resource management

Exhibit II-12 illustrates the level of involvement with forest planning as reported by First Nation respondents: 87.5% of the respondents indicated they were not involved and 12.5% indicated they were moderately involved (not one respondent indicated they were very involved with forest planning at the provincial level).

With respect to forest planning at the regional level, 84.1% of respondents indicted they were not involved, 13.6% indicated they were moderately involved and 2.3% indicated they were very involved.

With respect to forest planning at the operational or cutblock level, 82.2% of respondents indicated they were not involved, 15.6% indicated they were moderately involved, and 2.2% indicated they were very involved

Exhibit II-12 (First Nations)



Of those who indicated involvement with forest planning at either of the three levels, Exhibit II-13 summarizes the type and level of respondent participation.

Exhibit II-13
Involvement in planning and resource management (First Nations)

	Number of Responses		
Descriptions of Forest Planning Involvement	Provincial	Regional	Operational
Identifying culturally-significant areas & uses .	3	2	2
Advisor on the development & implementation of management plans.	5	6	2
Negotiator on interim forest resource measures.	2	0	0
Member of First Nations committee.	2	0	0
Involvement through Tribal Council.	1	1	1
CORE land-use studies and committees.	3	1	1
Development of Band resource management plans.	0	1	1
Prescription Pre-harvest Silviculture plans.	0	1	1

Exhibit II-14 summarizes responses concerning First Nation satisfaction with aspects of resource planning and forest management planning. **In general, many respondents felt that they did not have legitimate opportunities for effective participation in resource planning, at a level they considered to be appropriate, with either industry or government. Many expressed frustration with their community's lack of resources (financial, technical, and administrative) to enable such participation.** Some commented that discussions between First Nations and the Forest Service, at the provincial level, should reflect a government to government relationship.

Many respondents were dissatisfied with the overall consultation process, suggesting that First Nation involvement was often "after the fact" (i.e., when decisions had already been made). The phrase "tokenism" was often heard. Many commented that agreement must be reached on the definition of "consultation". For most, consultation has not referred to an equitable opportunity (with either industry and/or government) to gather and share information with subsequent participation in a decision making process.

Exhibit II-14 (First Nations)

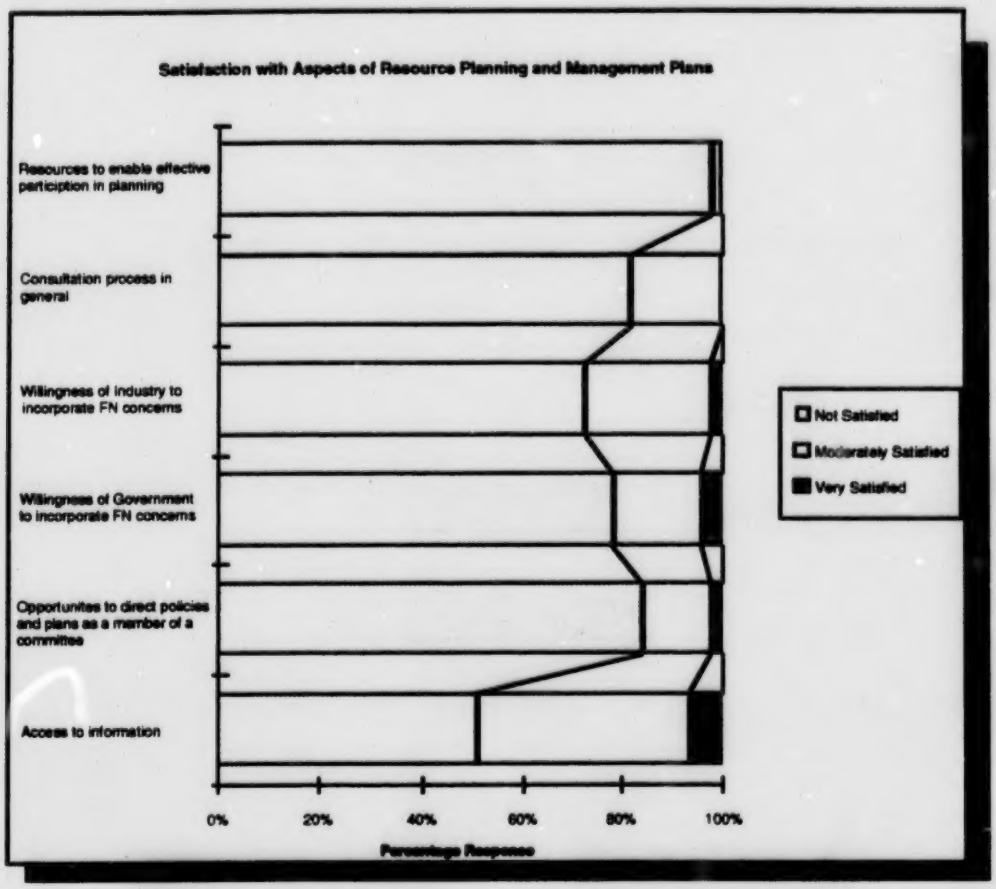


Exhibit II-15 summarizes additional concerns with respect to forest resource planning and the consultation process in general.

Exhibit II-15
Concerns with resource planning and the consultation process (First Nations)

Concerns
Ineffective consultation process.
Industry & government not addressing FN concerns.
Limited First Nation resources inhibit involvement .
Lack of cooperation and understanding among parties involved.
Intense level of effort required by First Nations to participate.
Forest Service not effectively communicating with First Nations .
No recognition of First Nation abilities or skills.
Overwhelming bureaucracy involved.
Logistics of transportation and timing.
Lack of information.
Outside consultants do not understand First Nation cultural issues.
A consultation process with FN not incorporated into the new forest practice codes.
Lack of training and technical expertise.

III

Forest Service

This chapter focuses on the findings from the Forest Service ("FS") survey. The reader is reminded that key findings from the *Employment* section of the Forest Service survey are presented in Chapter V. Appendix B provides detailed quantitative findings from the Forest Service surveys (both regional and total figures).

A. Considerations

Forest Service responses include 47 of the 48 District offices in the province. In this chapter, any references to totals from the FS survey (e.g., 86 direct award contracts) do not include the non-respondent forest district.

Based on the incomplete information obtained through the FS surveys, figures collected on total volume committed and number of licenses were not used in this report. Rather, the Forest Service collects, on an annual basis, detailed statistics on the number of licenses and committed volume by forest region. These figures, as recommended in the handbook, were used for comparisons with FS survey information on tenure and volume committed to First Nations. For the purposes of this year's report, the 1992-93 figures were available from the Ministry and have been included in Appendix B along with the survey findings. Given that these figures tend to remain consistent, the comparison should still be valid. However, it should be noted that we have been assured that the appropriate comparative figures will be available for future implementations of the monitoring system.

When making a comparison between the FS survey figures (First Nation) and the total tenure statistics, one must recognize the potential for systematic biases (i.e., response error) in the survey findings. It is likely that future implementations of the monitoring system will produce more reliable information given the revised data collection instruments and procedures (the original surveys and data collection procedures were piloted during this study).

B. Economic development and employment

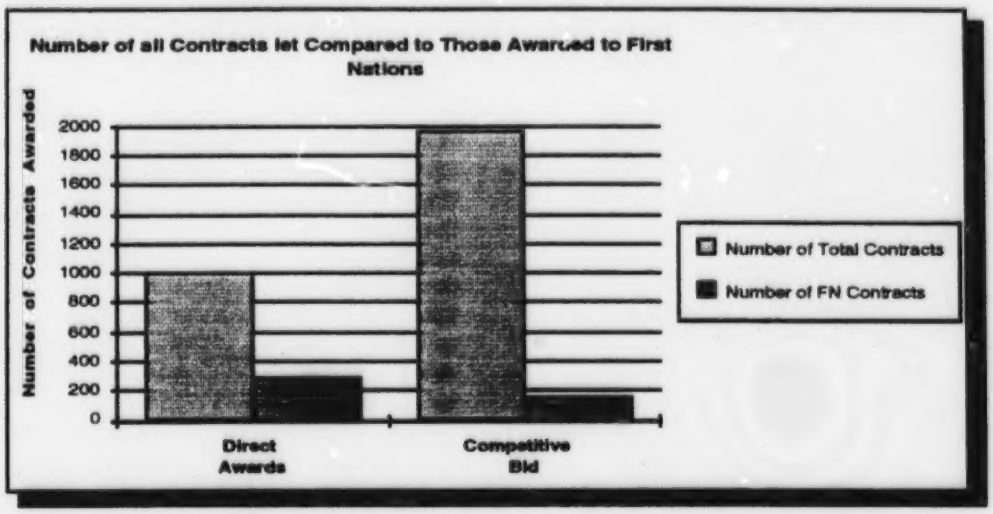
In total, respondents indicated that 1,005 Direct Awards and 1,969 Competitive Bid contracts were awarded last year. Of these, slightly fewer than 1 in 3 (29%) Direct Awards contracts, and 1 in 12 (8%) Competitive Bid contracts, were let to First Nations (refer to Exhibit III-1). The value of Aboriginal Direct Awards contracts was again roughly one-third (29%) of the value of all contracts; the dollar value of Aboriginal Competitive Bid contracts was less than 6% ($6,084,416 versus a total of $110,570,416) of the total value of all such contracts. Exhibit III-1 illustrates these figures. However, compared to the findings from the October, 1993 study "Report on Aboriginal Participation Survey", the dollar value of Aboriginal Direct Awards contracts has

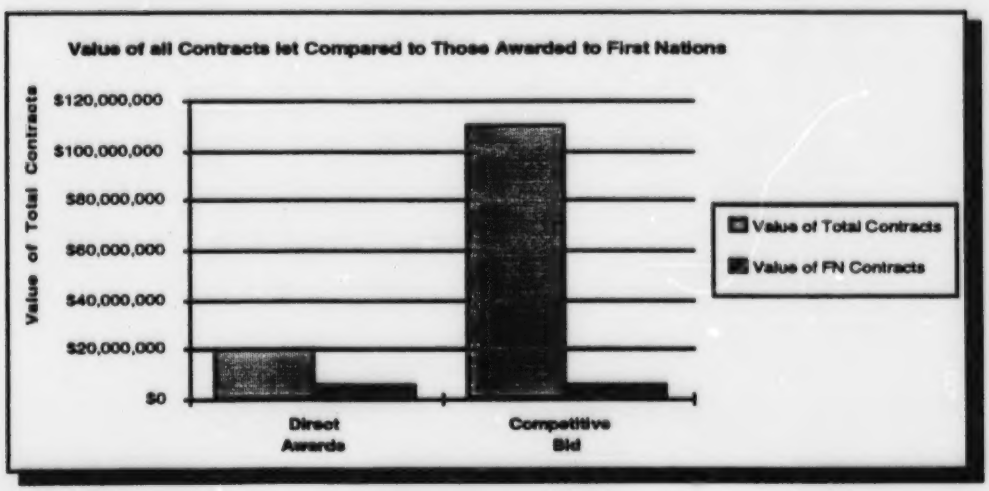
increased by approximately 6% over the 1992/93 fiscal year. This demonstrates the apparent upward trend in dollar value of such contracts, with values more than doubling between fiscal years 1992/93 and 1991/92. Similarly, the overall number of Direct Awards contracts increased by approximately 30% over the number reported for the 1992/93 fiscal year, which followed a more dramatic increase between the 1991/92 - 1992/93 fiscal years.

Forest Service respondents were generally not aware of how many silviculture contracts awarded to industry were subcontracted to Aboriginal contractors.

About 1 in 3 (108) of the 288 Direct Awards let to First Nations were repeat awards representing about $2,405,452 in value. Generally these contracts were awarded due to the social and economic needs of the Band or through special arrangements.

Exhibit III-1 (Forest Service)





Almost 80% of the Forest Service respondents we surveyed indicated that they feel Aboriginal participation in silviculture could be expanded. Opinions on what can be done to increase participation are provided in Exhibit III-2.

Exhibit III-2
Increasing Aboriginal participation

Develop in cooperation with Bands more in-depth and targeted training.
Maintain current level of training initiatives.
Develop more appropriate evaluation standards or an exclusive Aboriginal program.
Review current allocation of tenure and associated costs imposed on Aboriginals.
Expand the size and staffing levels of the Forest Service.
Increase Forest Service follow-through (during or after awards) of contracts or training.
Target programs to individual Band members.
Increase access to financial capital.
Level of Aboriginal presence limits ability to increase participation.

C. Access to tenure

Forest Service respondents indicated that 40 Timber Sale Licenses ("TSL's") were granted last year to First Nations under the Small Business Forest Enterprise Program ("SBFEP"). Of these, 70% (28) were Direct Awards. Four TSL's were reported by respondents as being awarded specifically to Aboriginal joint ventures. Overall, this represents approximately 3% of the number of active TSL's under the SBFEP (1,413) reported by the Ministry as of March, 1993.

A total of 90 licenses were reported by respondents as being held by First Nations. Of these, four were Forest Licenses and one was a Tree Farm License. The number of Forest Licenses may be underrepresented (based on the incomplete survey information obtained). A Ministry of Forests summary of First Nations forest tenures, compiled in September, 1994, reports a total of 10 active Aboriginal Forest Licenses. The 90 licenses reported in the survey were divided almost completely between Timber Sale Licenses (60%) and Woodlot Licenses (35%). Exhibit III-3 provides an overview of the difference between the number of licenses held by First Nations and the overall number of licenses held in the Province. However, the number of licenses alone is not an adequate representation of First Nations access to tenure. One must also consider the size of tenures. Based on the survey, the volume committed for TSL's awarded under the SBFEP to Aboriginals is 130,211 m^3. This represents 1.3% of the total volume committed to TSL's under the SBFEP as reported by the Ministry in March, 1993. Survey respondents reported a total committed volume of 1,287,084 m^3 across all categories of tenure agreements for First Nations. Using a cumulative volume of 71,145,227 m^3 for the province, First Nations control 1.8% of the allowable harvest within British Columbia. This represents a significant increase over the 1991 Task Force on Native Forestry findings, which reported that First Nations control less than 1% of the Provincial allowable annual harvest.

Exhibit III-4, on the following page, provides opinions on what respondents felt could be done to increase Aboriginal access to tenure.

Exhibit III-3
Number of licenses

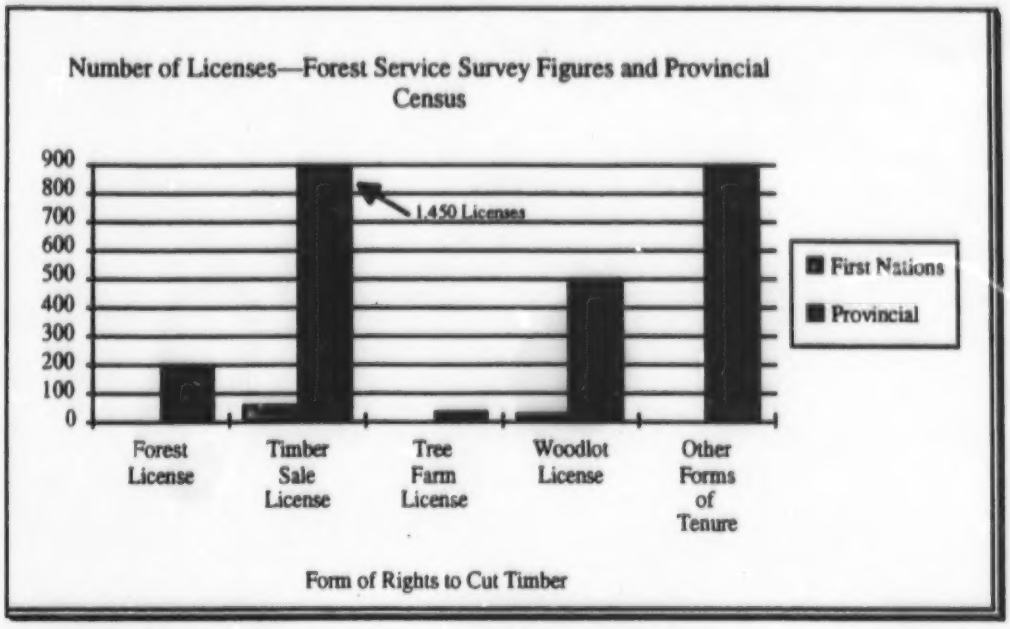


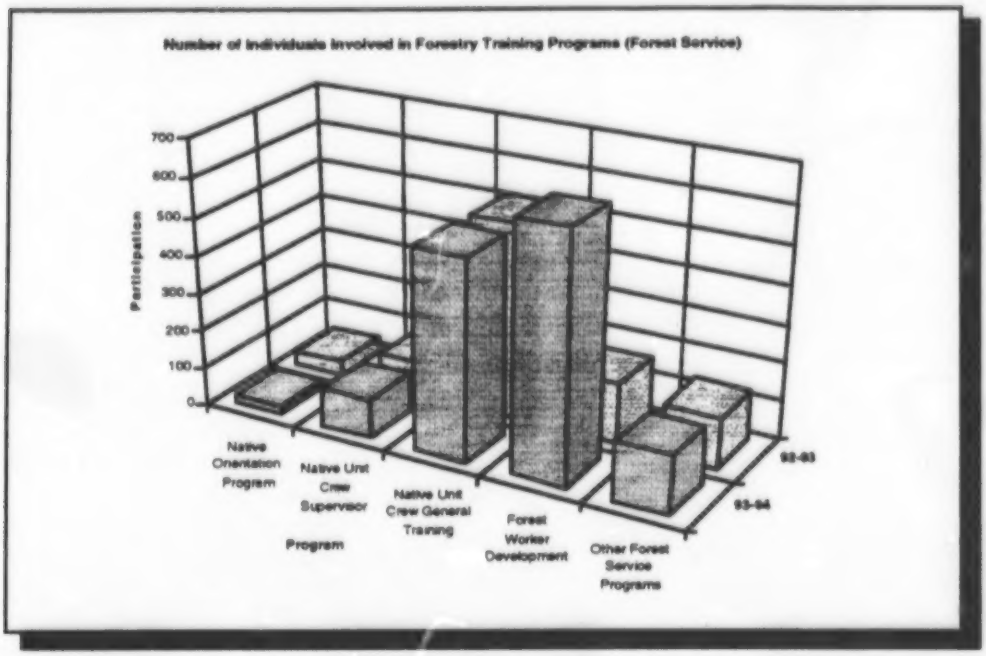
Exhibit III-4
Increasing Aboriginal Access to Tenure

Increase level of Aboriginal participation and number of forestry programs.
Promote partnerships and joint-ventures with industry .
Expand or develop training including business and vocational skill development.
Develop better access to tenure or a special First Nations license.
Increase access to information and technical advice.
Promote financial self-sufficiency and a competitive spirit.
Tenure awards should ensure that local communities benefit.

D. Education and training

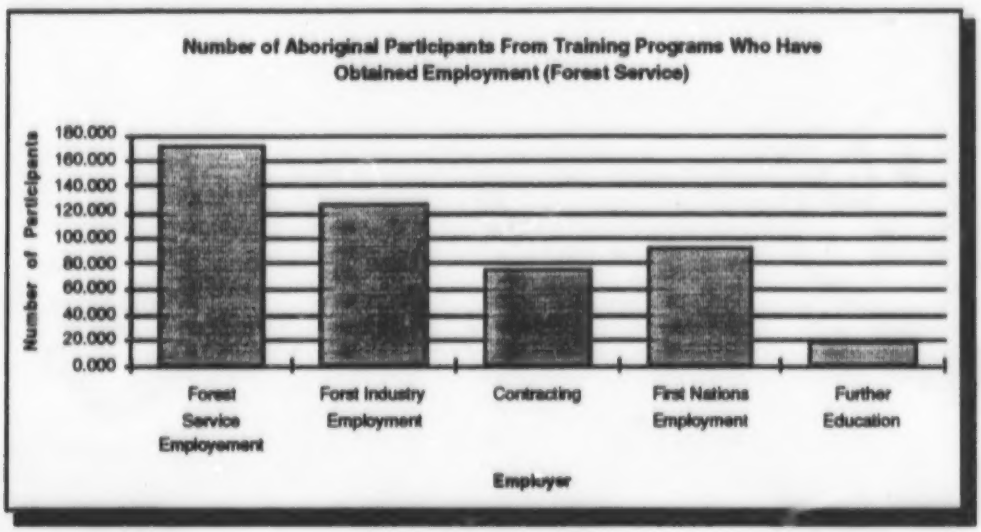
Of the 45 Forest Districts that responded to this section of the survey, 39 (85.6%) indicated that Band members in their district participated in forestry training programs in the last fiscal year. Referring to Exhibit III-5, in the fiscal year 1993/94, 1,141 Aboriginal members were involved in training programs; a 502 person increase from 1992/93. This growth was almost entirely due to the 481 person increase in those involved in Forest Worker Development programs. In both years, the largest number of participants were in the Native Unit Crew general training program and the Forest Worker Development program.

Exhibit III-5 (Forest Service)



Respondents were also asked to indicate how many Aboriginal participants in Forest Service training programs, offered in their district, obtained either on-going employment or are pursuing further education. Referring to Exhibit III-6, at 172 and 126 respectively, most participants obtained employment in the Forest Service and the forest industry.

Exhibit III-6 (Forest Service)



Strategies, identified by Forest Service respondents, to improve training opportunities for Aboriginal people are presented in Exhibit III-7.

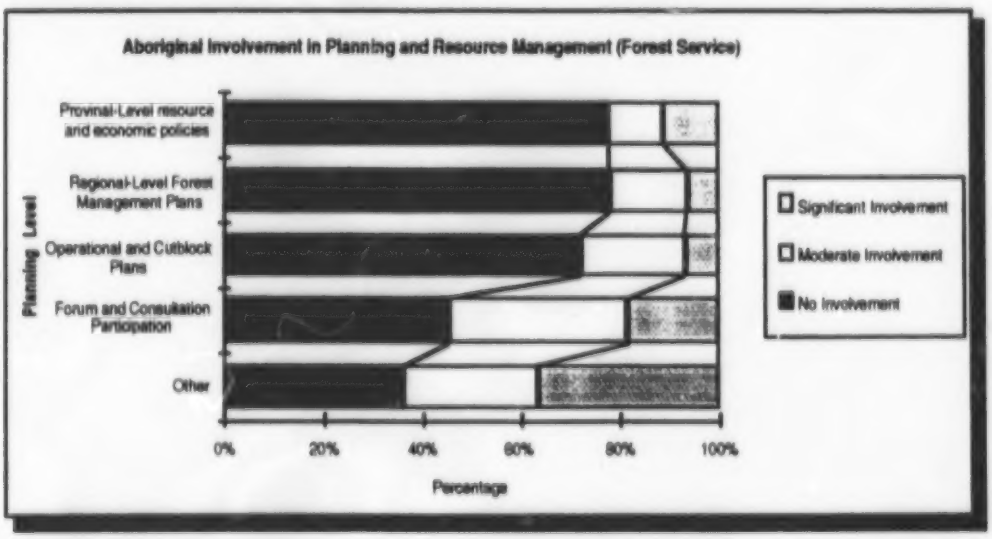
Exhibit III-7
Improving training opportunities for Aboriginal people

Develop, in cooperation with Bands, programs which address local needs.
Integrate training programs with opportunities for job experience.
Timing & funding of training programs should be expanded and defined earlier on.
Increase Forest Service follow-through during or after training.
Maintain current training programs including the Forest Worker Development program.
Provide or promote Aboriginal instructors.

E. Planning and resource management

Each district was asked to rank—on a 5-point scale where "1" is "no involvement" and "5" is "significant involvement"—the extent to which First Nations have been involved with the development and direction of resource planning. Referring to Exhibit III-8, approximately 20% of the respondents indicated that, on average, First Nations were significantly involved in any of the planning initiatives provided. First Nations participated to the greatest extent in forums and consultations; about 60% of respondents indicated that Aboriginals were moderately or significantly involved in such initiatives.

Exhibit III-8 (Forest Service)



Forest Service respondents were also asked if any interest has been expressed by Aboriginal groups regarding increased participation in resource management plans, and/or interim protection measures (i.e., protection of forest resources during land claim negotiations); 83.7% and 74.4% of respondents respectively indicated that such interest had been expressed.

Suggestions, provided by Forest Service respondents, to increase Aboriginal participation in resource management are provided in Exhibit III-9.

Exhibit III-9
Increasing Aboriginal participation in resource management

Develop more effective relationships between government, industry and First Nations.
Provide resources for Bands to hire a full-time resource management specialist.
Support funding and development of training in business and resource management.
Support Aboriginal involvement in planning and regional decision making.
Develop interim agreements and Memorandums of Understanding.
Increase access to information on planning, programs and forestry opportunities.
Develop better access to tenure or a special First Nations license.
Integrate provincial responsibilities, functions and districts.
Support First Nation self-sufficiency and accountability for funding.
Promote greater flexibility in hiring Aboriginals.
First Nations should demonstrate increased interest in participating.

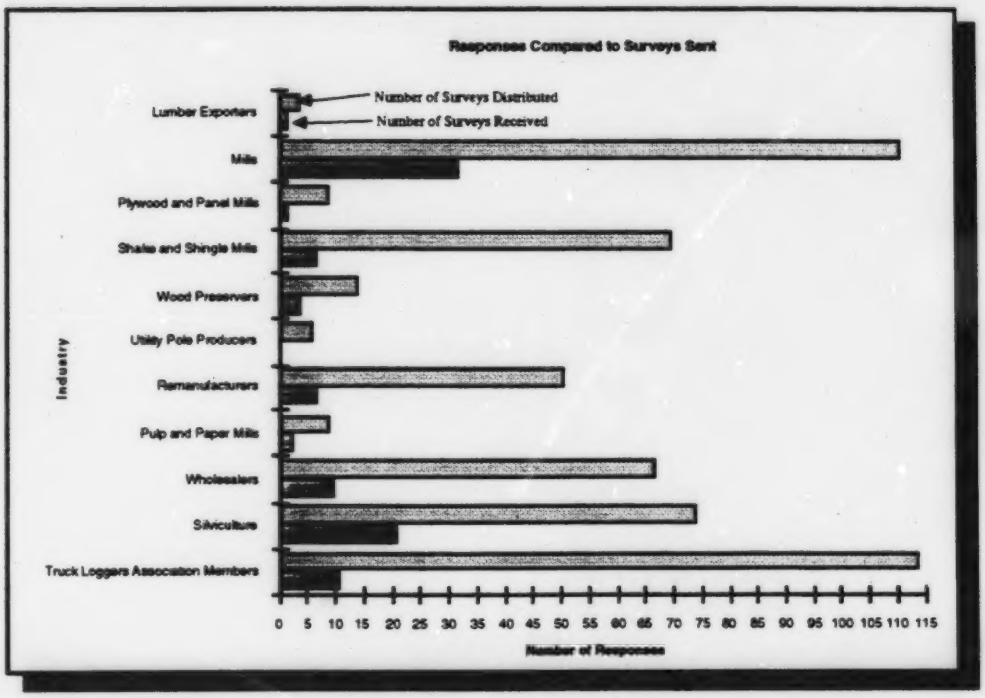
IV

Industry

A. Respondent profile

We received 99 completed surveys from the 529 mailed out; a response rate of 19%. Referring to Exhibit IV-1, the sample population was stratified across 11 industry categories. Based on the number of responses, adequate proportional representation was obtained for each of these categories.

Exhibit IV-1 (Industry)


Responses Compared to Surveys Sent
Number of Surveys Distributed
Number of Surveys Received
Lumber Exporters
Mills
Plywood and Panel Mills
Shake and Shingle Mills
Wood Preservers
Utility Pole Producers
Remanufacturers
Pulp and Paper Mills
Wholesalers
Silviculture
Truck Loggers Association Members
Industry
0 5 10 15 20 25 30 35 40 45 50 55 60 65 70 75 80 85 90 95 100 105 110 115
Number of Responses

B. Aboriginal contractors

Industry respondents were asked to provide opinions on how business with Aboriginal contractors could be increased; their responses are provided in Exhibit IV-32.

Exhibit IV-2
Increasing business with aboriginal contractors

Increased marketing effort by Aboriginals in terms of skills and abilities.
Provide training in vocational, contract management & supervisory skills for Aboriginals.
Develop and support partnerships, joint ventures and other agreements with industry .
Promote more widespread adoption of industry work ethics and standards by Aboriginals.
Business with First Nations can only be increased at the expense of existing contracts.
Delegation of responsibility within Bands to develop and acquire contracts.
Promote public awareness of Aboriginal culture and social issues.
Provide financial support or improved access to financial capital.

C. Business partnerships and joint ventures

Ten industry respondents indicated that their company either entered into some type of joint venture agreement, or participated in a business partnership, with Bands, members of Bands or Aboriginal companies during the last year. In light of this low response rate, it should be noted that the findings, as they relate to this section, may not be statistically valid and reliable. However, the information does provide an indication of the nature and form of joint venture agreements between First Nations and industry.

These agreements were spread between those in the re-manufacturing, harvesting and sawmilling areas—employing, on average, about 10 to 15 Aboriginal people. On average, industry respondents indicated that Aboriginal partners owned 53% of the equity in these ventures. When asked whether or not they considered ventures with Aboriginal people to be successful, only two respondents indicated that these ventures were **not** successful.

On a 5-point scale, with "1" being "no contribution" and "5" being "significant contribution", industry respondents were asked to comment on the contributions Aboriginal partners provided to various aspects of these ventures (see Exhibit IV-3). The most significant contributions were in providing labour and helping to acquire timber rights. Conversely, very little was contributed in terms of helping to acquire funds and machinery.

Exhibit IV-3
Contributions provided by Aboriginal partners

	Number of Responses			
Aspects of Joint Ventures	No Contribution	Moderate Contribution	Significant Contribution	Total
Provided Labour	2	0	5	7
Assisted in acquiring funds and machinery	5	1	1	7
Provided equipment and machinery	1	2	3	6
Helped acquire timber and timber rights	1	1	4	6
Project management and administration	3	2	3	8

Opinions, from industry respondents, on how joint venture opportunities with First Nations can be encouraged and/or increased are provided in Exhibit IV-4.

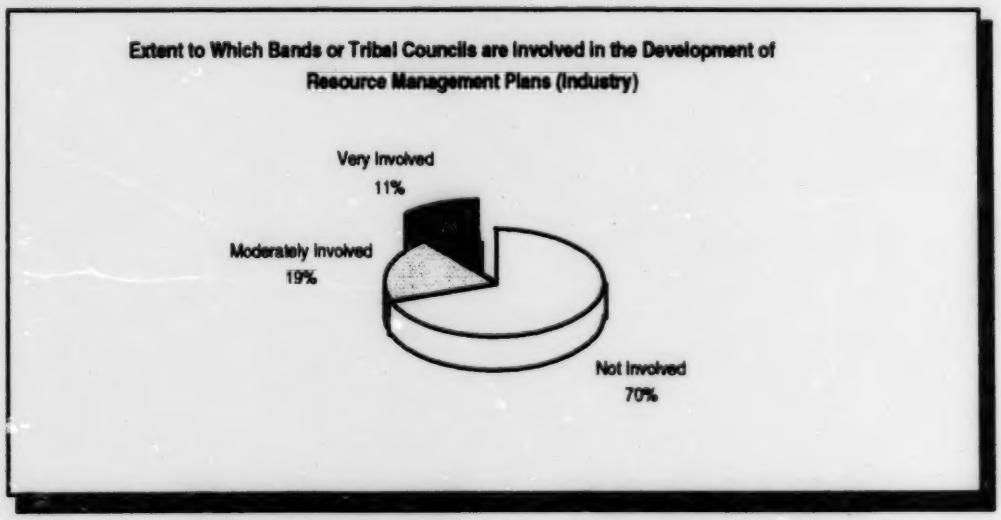
Exhibit IV-4
Encouraging/Increasing Aboriginal joint ventures

Develop and support cooperative resource management and joint ventures with industry .
Clearly define job and performance standards along with expectations .
Increased marketing effort by Aboriginals in terms of skills and abilities.
Provide training in vocational, contract management & supervisory skills for Aboriginals.
Promote Aboriginal competitiveness by providing security for investments & expertise.
Promote better access to tenure and/or development of a First Nations license.
Reduce the level of bureaucracy and administrative delays.
Provide financial incentives (e.g., tax breaks).

D. Resource management

Industry respondents were asked to indicate, on a 5-point scale where "1" was "not involved" and "5" was "very involved", the extent to which Bands and Tribal Councils are involved in the development of their resource management plans (see Exhibit IV-5). Seventy percent of respondents indicated that Bands were uninvolved (i.e., they choose "1" or "2"); and only 11% indicated that Bands were significantly involved (i.e., they choose "4" or "5"). The remaining 19% of respondents indicated that Bands had moderate involvement in the development of their plans. Slightly under 25% of industry respondents indicated that an Aboriginal group had expressed interest in a more formal structure for joint resource management.

Exhibit IV-5 (Industry)



Approximately 83.3% of the industry respondents indicated that they think joint resource management with Bands and Tribal Councils can work; comments provided are presented in Exhibit IV-6.

Exhibit IV-6
Why joint resource management may (or may not) work

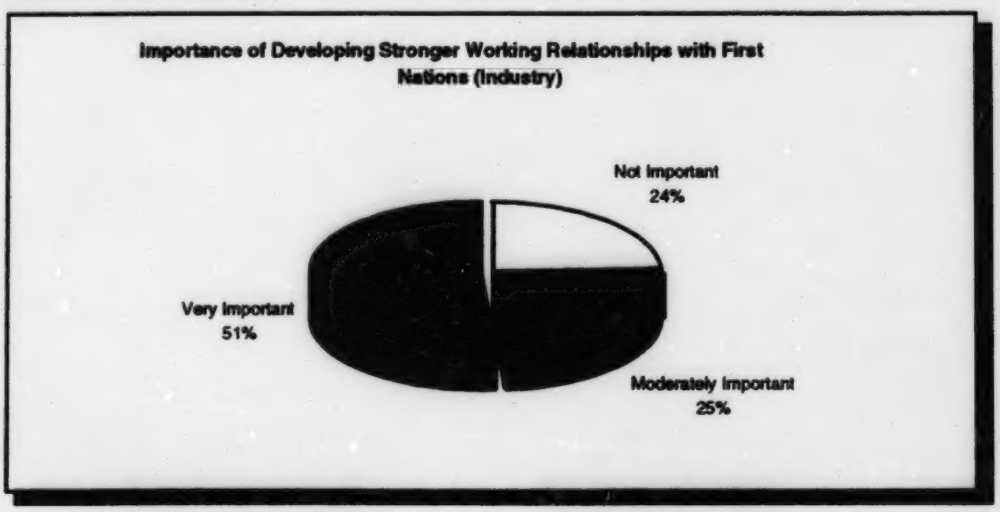
Need a common interest or security to promote stability and certainty in resource agreements.
Need for skilled personnel and clear terms of reference to promote effective consultation.
First Nation partners bring specific knowledge or insight.
Provides Bands with control over local resources and programs.
Need for minimal government intervention and reduced bureaucracy.
Both sides must be able to benefit economically.
Increased employment and training initiatives in vocational and business skills.
Must promote equal opportunities and rights.

(involvement of third-parties or different stakeholders).
(Lack of trust or understanding between First Nations and industry).
(First Nations work ethics and standards are not consistent with industry expectations).
(Misunderstanding between Bands within a Tribal Council or between members within a Band).

E. Future relationships

Referring to Exhibit IV-7, over half of the industry respondents indicated that they think it is important for their company to develop stronger working relationships with Bands, individual members of Bands, or Tribal Councils. Slightly fewer than 1 in 4 respondents indicated that these relationships are not important.

Exhibit IV-7 (Industry)



Supporting comments provided by respondents are presented in Exhibit IV-8.

Exhibit IV-8
Establishing stronger working relationships is (is not) important

Viability of relationships is dependent on the recognition of Aboriginal rights & awareness of Aboriginal issues.
First Nations must become more pro-active.
The need for increased Aboriginal access to resources and resource management.
Need to promote Aboriginal self-sufficiency.
First Nations need industry expertise and resources.

(There is no benefit to industry to treat First Nations in a preferential or special manner)

V

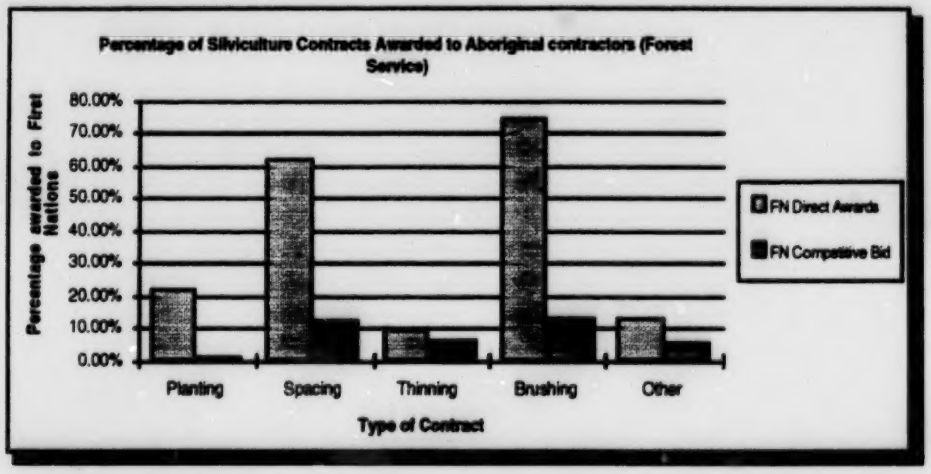
Direct employment in the Forest Sector

A. Aboriginal employment in the forest sector

1. Silviculture contracts awarded (Forest Service)

Our findings from the Forest Service survey indicate that almost 3,000 (2,974) total contracts were awarded between April 1993 and March 1994. Of these, approximately 15% (436) were let to Aboriginal contractors. Roughly two out of every three (288) of these contracts were Direct Award Contracts, while the remaining 148 were Competitive Bid contracts. Exhibit V-1 shows that—of all contracts let in the province—the largest number let to Aboriginal contractors were brushing and spacing contracts; specifically with respect to Direct Awards contracts. All other types of Direct Awards contracts, and all Competitive Bid contracts were less often let to Aboriginal contractors (20% or less).

Exhibit V-1 (Forest Service)



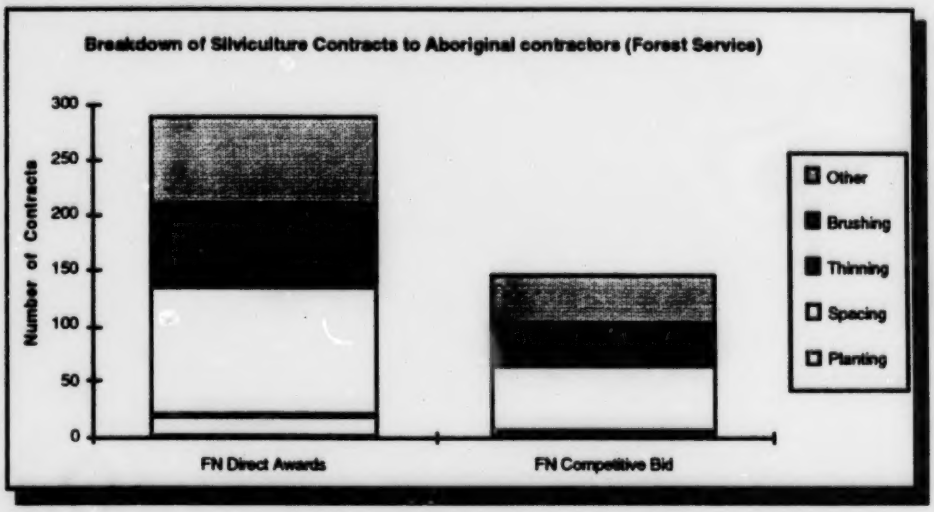
Numbers of contracts may not be a very good indicator of employment levels. A better indicator might be the dollar values of such contracts. With respect to the total dollar value of reported contracts, 29.3% of the value of Direct Award

contracts and 5.5% of the value of Competitive Bid contracts were let to Aboriginals.[2]

	Direct Awards	*Competitive Awards*
(1.6) Total Dollar Value of ***All Contracts***	$ 20,575,497 (44)	$110,570,172 (45)
(1.7) Total Value of ***Contracts let to First Nations***	$ 6,038,319 (46)	$ 6,084,416 (44)

Exhibit V-2 shows the breakdown of contracts let to Aboriginal contractors. As highlighted in the previous discussion, brushing and spacing contracts were the most evident.

Exhibit V-2 (Forest Service)



2. Aboriginal employment—Forest Service

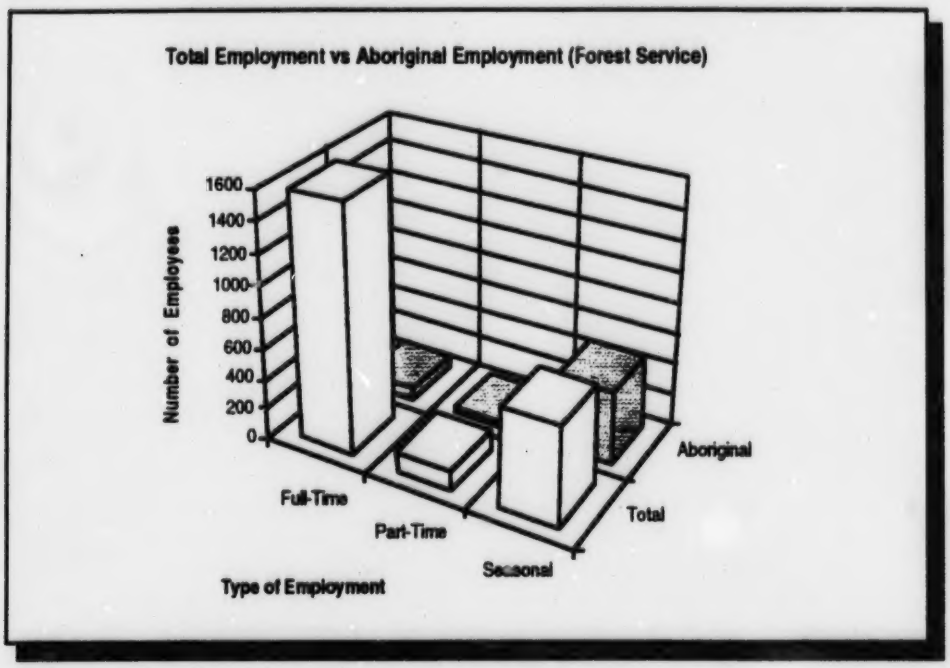
Respondents were asked to provide both the number of persons employed in the Forest Service at various levels (e.g., management, clerical, technical, professional etc.) and the status of employment (i.e., full-time, part-time and seasonal). Referring to Exhibit V-3, we found that out of the 1,596 full time positions in the Forest Service, 72 (4.5%) were of Aboriginal descent. Aboriginal workers represent 33 of the 126 (26.1%) part-time workers and 469 of the 637 (73.6%) seasonal workers.

Aboriginal people are poorly represented in management and professional positions; 0% (0/125) of management and roughly 1% (3/264) of professional full-

2 *As discussed in Chapter III and illustrated in Exhibit III-1.*

time workers are Aboriginal. In comparison to reported employment figures for the 1992/93 fiscal year, there appears to have been little change in the type of Aboriginal employment (i.e., the majority are employed in technical and clerical positions). However, given a reported employment rate in 1992/93 of 2.1% for Aboriginals in Forest District offices, a significant improvement can be seen in the overall level of employment for Aboriginals.

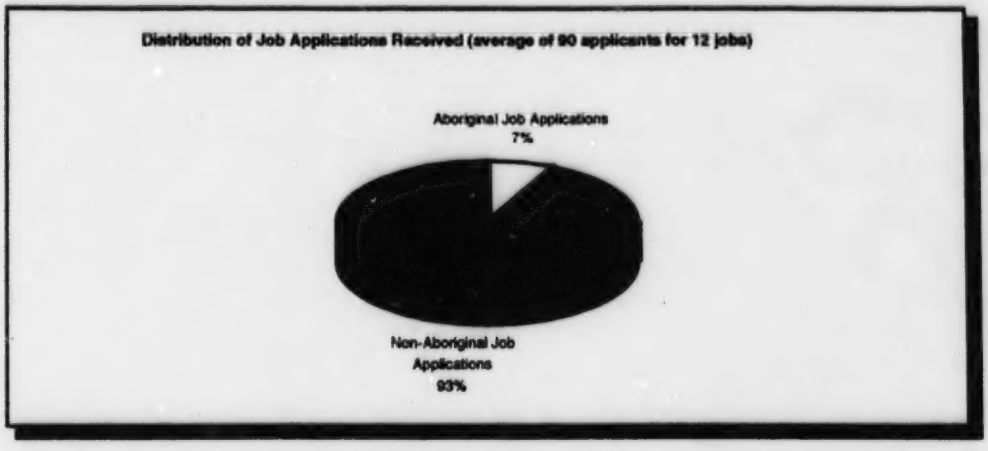
Exhibit V-3 (Forest Service)



3. Industry employment

Industry respondents were asked to estimate the number of both Aboriginal and non-Aboriginal job applications they receive. They indicated that, on average, 90 applications are received for every 12 available jobs, and that about 7% are from Aboriginal applicants (see Exhibit V-4). Figures on the breakdown of employment among Aboriginal and non-Aboriginal employees was not available given existing labour laws and requirements.

Exhibit V-4(Industry)

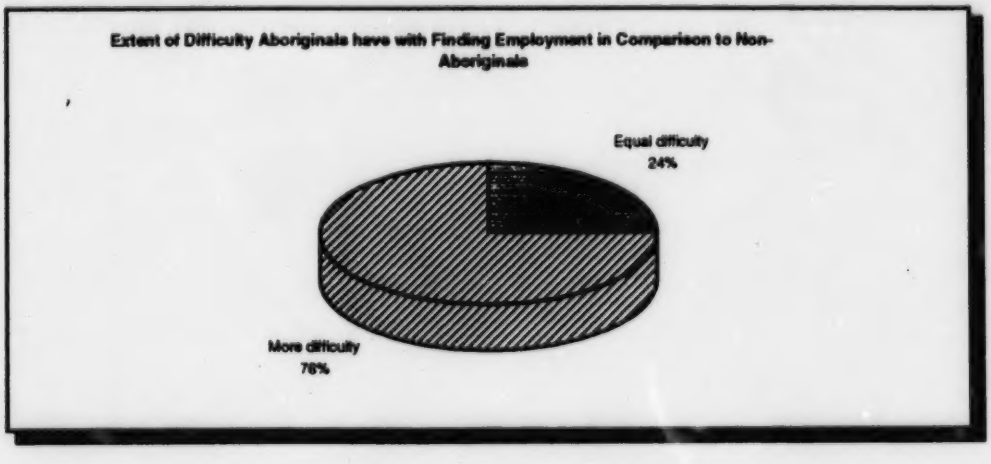

Distribution of Job Applications Received (average of 90 applicants for 12 jobs)
Aboriginal Job Applications
7%
Non-Aboriginal Job Applications
93%

B. Perceptions of Aboriginal participation

1. Obtaining employment

First Nations respondents were asked to comment on whether they felt that, in comparison to non-Aboriginals, their Band members had a more, less or equally difficult time in finding forestry employment. Referring to Exhibit V-5, 76% of the First Nation respondents indicated that they felt their community members had a more difficult time in obtaining employment in the forest sector. The remaining respondents indicated that community members had the same level of difficulty—no respondent indicated that community members had a less difficult time in obtaining employment in the forest sector.

Exhibit V-5 (First Nations)

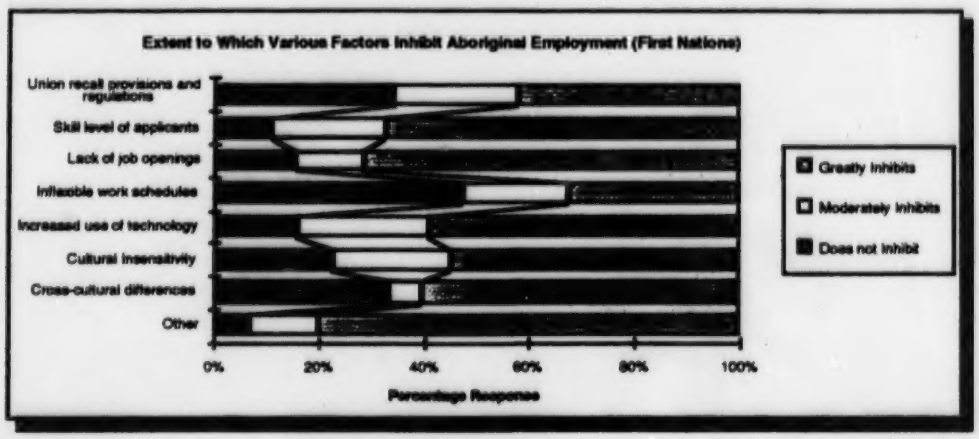


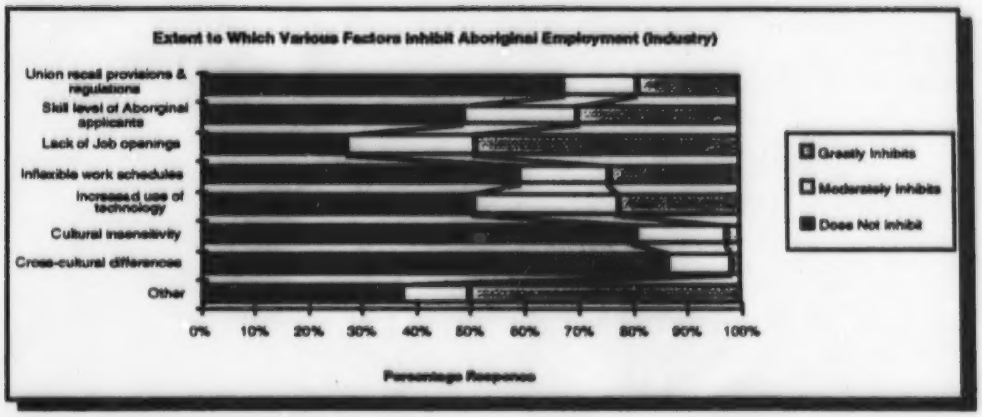
2. Factors inhibiting increased employment

Referring to Exhibit V-6, all three respondent groups (First Nation, Forest Service and industry) were then asked to indicate, on a 5-point scale (where "1" was "does not inhibit", and "5" was "greatly inhibits"), the extent to which they felt various factors (union recall provisions and regulations, the skill level of applicants, lack of job openings, inflexible work schedules, increased use of technology, cultural insensitivity and cross cultural differences) inhibited increased employment of Aboriginal people in the Forest sector. With the exception of *union recall provisions and regulations* and *inflexible work schedules*, at least 60% of Aboriginal respondents indicated that each option greatly inhibits increased employment. Of these, a *lack of job openings* and the *skill level of applicants* were ranked most strongly as greatly inhibiting employment (approximately 75% of respondents).

Although they do not see the *skill level of applicants* and a *lack of job openings* as inhibiting employment to the same degree as the Aboriginal respondents, both Forest Service (approximately 60% and 50% respectively) and Industry (30% and 50% respectively) indicated that these factors inhibit employment to a great extent.

Exhibit V-6





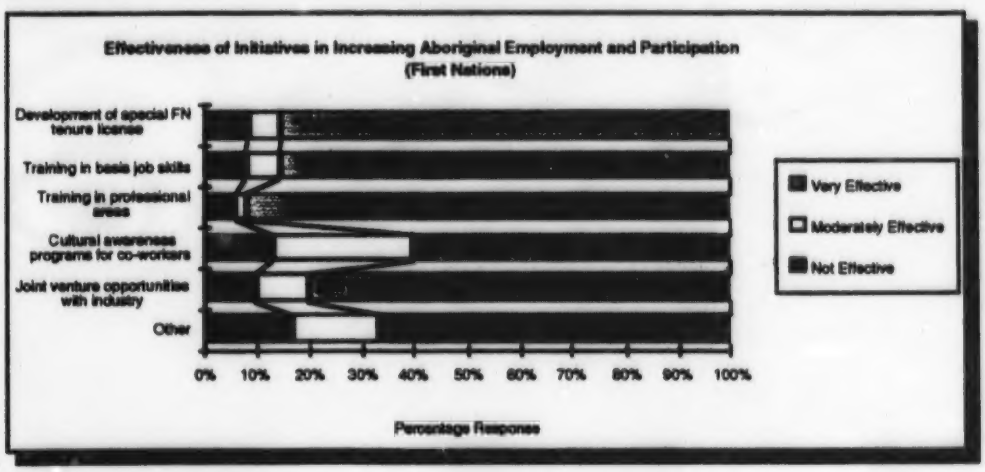
3. Effectiveness of initiatives in increasing employment and participation

Again on a 5-points scale ("1" is "not effective", "5" is "very effective"), both Aboriginal and Industry respondents were asked to indicate how effective various initiatives would be in terms of increasing Aboriginal employment and participation in the forestry industry. Referring to Exhibit V-7, a majority of Aboriginal respondents (over 60%) indicated that each initiative was very effective. About 90% of these respondents indicated that *training in professional areas, training in basic job skills, and development of a special FN tenure license* would be very effective.

Industry respondents, for the most part (over 60%), agreed that both professional and basic training programs were effective initiatives. However, only about 40% of these respondents indicated that the development of a FN tenure license would be effective.

Exhibit V-8 lists strategies from each of the three target groups with respect to improving Aboriginal employment in the forest sector.

Exhibit V-7



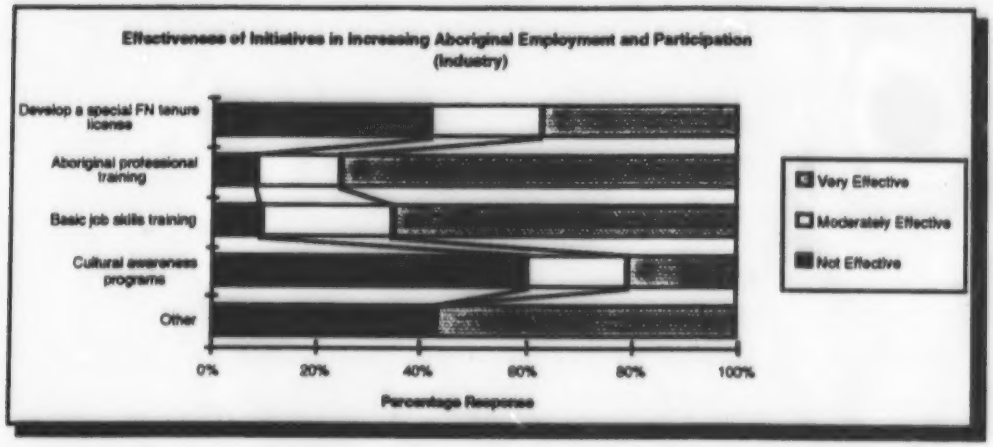


Exhibit V-8
Improvements to Aboriginal employment in the forestry industry

FIRST NATIONS

First Nation control of own resources and programs.
More local applied/vocational training which are more in-depth.
Priority (to a percentage of the job and tenure opportunities) to First Natives within own traditional territories.
Increase access to capital for business projects.
Increase public awareness of First Nation issues and concerns.
Promote full-time rather than seasonal employment.
Reduce distance to sites/employment.
Re-evaluate A. F. A. position.
Greater use of selective logging techniques versus clearcutting.

FOREST SERVICE

Expand or develop training initiatives to include business and vocational skill development.
Develop better access to tenure or a special First Nations license.
Increase level of Aboriginal participation (current programs) and increase number of forestry programs.
Promote partnerships and joint-ventures with industry.
Promote financial self-sufficiency and a competitive spirit.
Promote awareness of First Nation issues and concerns.
Increase access to information and technical advice.
Tenure awards should ensure that local communities benefit.

INDUSTRY
Develop applied training and education in vocational and professional skills.
Promote equal opportunities for employment.
Promote more widespread adoption of industry work ethic by Aboriginals.
Promote public awareness of Aboriginal culture and social issues.
Promote cooperative management over resources and industry hiring practices.
Provide monetary and/or tenure incentives to potential employers of First Natives.
Reduce or restrict social assistance to First Natives.
Increased marketing effort by Aboriginals in terms of skills and abilities.
Promote growth in special forest products & value-added processing.
Support First Nations access to tenure or development of special licenses.
Cannot be improved as this is a declining industry.
Delegation of responsibility within Bands to develop and acquire contracts.

Appendix A

First Nations Survey—Key Regional-Level Findings

Appendix A

First Nations Survey—Key Regional-Level Findings

This Appendix presents a series of tables with results from the First Nations survey at the regional-level. To provide a context for the results, Exhibit A-1 is provided; it shows the number of contracts awarded (for both Direct Awards and competitive bid) and the number of Forest District offices in each region (in parentheses).

Exhibit A-1
Forest Service Contracts Awarded

	Direct Awards	Competitive Bid
Number of Contracts Awarded (Forest District offices)	**288**	**148**
Vancouver (10)	53	12
Kamloops (8)	23	5
Nelson (6)	2	0
Cariboo (6)	55	52
Prince George (8)	87	13
Prince Rupert (9)	68	66

For each forestry region, Exhibit A-2 provides average satisfaction ratings (based on a 5-point scale where "1" was "not satisfied" and "5" was "very satisfied") provided by Bands with respect to various aspects of silviculture contracts. The columns headed "responses" show the number of responses that were included in calculating the averages.

Exhibit A-2
Silviculture contracts and First Nations satisfaction

	Direct Awards		Competitive Bid	
	Average	Responses	Average	Responses
Number of Contracts Awarded	**1.77**	**34**	**1.65**	**34**
Vancouver	1.67	9	1.71	7
Kamloops	2.30	10	1.89	9
Nelson	1.00	2	1.00	2
Cariboo	1.67	3	1.50	4
Prince George	1.75	4	1.50	4
Prince Rupert	1.33	6	1.63	8
Access to Information	**2.33**	**36**	**2.38**	**34**
Vancouver	2.55	11	2.00	7
Kamloops	2.25	9	3.20	10
Nelson	3.00	2	2.00	2
Cariboo	2.33	3	2.75	4
Prince George	2.00	4	2.50	2
Prince Rupert	1.71	7	1.71	7
Forest Service Management	**2.50**	**32**	**2.55**	**31**
Vancouver	3.00	8	2.50	6
Kamloops	2.89	9	3.44	9
Nelson	1.50	2	2.00	2
Cariboo	1.67	3	2.75	4
Prince George	1.75	4	1.75	4
Prince Rupert	2.50	6	2.00	6
Contract Characteristics	**2.82**	**28**	**2.59**	**27**
Vancouver	2.75	8	2.40	5
Kamloops	3.86	7	3.43	7
Nelson	1.00	1	1.00	1
Cariboo	3.00	3	2.75	4
Prince George	2.50	2	2.00	4
Prince Rupert	2.20	5	2.33	6
Type of Work	**3.29**	**28**	**2.74**	**26**
Vancouver	3.00	7	2.80	5
Kamloops	3.43	7	3.29	7
Nelson	5.00	1	0	0
Cariboo	2.67	3	2.75	4
Prince George	2.25	4	2.75	4
Prince Rupert	3.67	6	2.50	6
Skills Acquired by Participants	**3.15**	**27**	**3.00**	**26**
Vancouver	3.57	7	3.40	5
Kamloops	3.57	7	3.43	7
Nelson	1.00	1	0	0
Cariboo	3.00	3	2.50	4
Prince George	3.00	4	2.75	4
Prince Rupert	2.60	5	2.67	6

Like the previous exhibit, Exhibit A-3 provides average responses (based on a 5-point scale where "1" was "not satisfied" and "5" was "very satisfied") for tenure agreements.

Exhibit A-3
Tenure agreements and First Nations satisfaction

	Average	Responses
The number of licenses currently held by your band	**1.10**	**41**
Vancouver	1.00	12
Kamloops	1.36	11
Nelson	1.00	2
Cariboo	1.00	3
Prince George	1.00	5
Prince Rupert	1.00	8
Types of forest tenure licenses currently available	**1.37**	**38**
Vancouver	1.20	10
Kamloops	1.80	10
Nelson	1.00	2
Cariboo	1.75	4
Prince George	1.20	5
Prince Rupert	1.00	7
Access to information on tenure opportunities	**1.83**	**41**
Vancouver	1.82	11
Kamloops	1.73	11
Nelson	1.00	2
Cariboo	2.25	4
Prince George	1.80	5
Prince Rupert	2.00	8
Forest service management of forestry tenure licenses	**1.45**	**40**
Vancouver	1.30	10
Kamloops	1.64	11
Nelson	1.00	2
Cariboo	1.75	4
Prince George	1.40	5
Prince Rupert	1.38	8
Employment opportunities as a result of tenures	**1.27**	**30**
Vancouver	1.00	7
Kamloops	1.86	7
Nelson	1.00	2
Cariboo	1.67	3
Prince George	1.00	5
Prince Rupert	1.00	6

Appendix B

Forestry Service Survey—Quantitative Results

Assessing Aboriginal Participation in Forestry—Forest Service Survey

Note this Appendix presents quantitative results from the Forest Service survey—both overall and for each of the 6 forest regions. Each **total** is followed by the **number of responses** (i.e., the number of Forest District offices) that provided the data in parenthesis.

ALL REGIONS

A. Economic Development and Employment

1. Silviculture

Type of Contract	*Total Number of Direct Awards*	*Total Number of Competitive Contracts*	*Number of Direct Awards to First Nations*	*Number of Competitive Awards to First Nations*
(1.1) Planting	(a) 86 (46)	(b) 348 (47)	(c) 19 (43)	(d) 5 (44)
(1.2) Spacing	(a) 190 (44)	(b) 463 (44)	(c) 117 (42)	(d) 58 (42)
(1.3) Thinning	(a) 21 (36)	(b) 79 (36)	(c) 2 (36)	(d) 5 (36)
(1.4) Brushing	(a) 94 (42)	(b) 263 (45)	(c) 70 (43)	(d) 34 (42)
(1.5) Other	(a) 614 (44)	(b) 816 (45)	(c) 80 (43)	(d) 46 (41)
TOTAL	1,005	1,969	288	148

	Direct Awards	*Competitive Awards*
(1.6) Total Dollar Value of ***All Contracts***	$ 20,575,497 (44)	$110,570,172 (45)
(1.7) Total Dollar Value of ***Contracts let to First Nations***	$ 6,038,319 (46)	$ 6,084,416 (44)

1.8 Number of Aboriginal sub-contract agreements 32 (14) Total dollar value $ 1,147,787 (12)

1.9 Number of repeat Direct Awards let to First Nations 108 (42) Total dollar value $ 2,405,452 (39)

2. Access to tenure

Type of Timber Sale License Award	*Number of TSL's Granted to First Nations*	*Total Amount of Timber Awarded to First Nations (m^3)*
(2.1) Direct Awards under Section 18 of Forest Act	(c) 28 (36)	(d) 7,756
(2.2) Bid Proposal awards (for re-mfg) under Sect. 16.1	(c) 1 (37)	(d) 22,230 [3]
(2.3) Advertised under Sect. 16 for Category 1 (loggers)	(c) 5 (38)	(d) 74,664
(2.4) Advertised under Sect. 16 for Category 2 (mfg's)	(c) 6 (35)	(d) 25,561
TOTAL	40	

Type of Timber Sale License Award	*Number of TSL's Granted to Aboriginal Joint Ventures*	*Total Amount of Timber Awarded (m^3)*
(2.5) Direct Awards under Section 18 of the Forest Act	(a) 4 (35)	(b) 2,200
(2.6) Bid Proposal awards (for re-mfg) under Section 16.1 of the Forest Act	(a) 0 (35)	(b) 42,000 [3]
(2.7) Advertised under Sect. 16 for Category 1 of the SBFE (loggers)	(a) 0 (35)	(b) 200,000 [3]
(2.8) Advertised under Sect. 16 for Category 2 of the SBFE (manufacturers)	(a) 0 (35)	(b) 6,000 [3]
TOTAL	4	

Type of Tenure Agreement	*Number of Licenses Held by First Nations*	*Total Amount of Timber Held by First Nations (m^3)*
(2.9) Forest License	(c) 4 (37)	(d) 913,035
(2.10) Timber License	(c) 0 (31)	(d) 0
(2.11) Timber Sale License	(c) 54 (35)	(d) 286,192
(2.12) Tree Farm License	(c) 1 (32)	(d) 120 [3]
(2.13) Woodlot License	(c) 31 (40)	(d) 87,737
(2.14) Other forms of tenure	(c) 0 (29)	(d) 0
TOTAL	90	

3 *This is the modal response (i.e., only one respondent provided this figure).*

Forest Service tenure figures—volume committed (m^3) and number of licenses as of March 31, 1993, by forest region[4]

Volume Committed (m^3)

Rights to Cut Timber	*Cariboo*	*Kamloops*	*Nelson*	*Prince George*	*Prince Rupert*	*Vancouver*
Tree Farm License	579,759	839,651	1,395,420	1,019,610	1,098,550	12,414,144
Woodlot License	75,006	81,191	48,512	158,598	47,538	64,731
Forest License	5,509,410	5,569,082	3,692,596	12,547,119	5,831,627	7,180,519
Timber Sale License (pulpwood agreement)	0	0	0	1,624,000	0	0
Timber Sale License (non-SBFEP)	50,000	78,437	0	11,372	321,230	177,312
Timber Sale License (SBFEP)	1,242,772	1,307,204	1,184,195	2,328,274	1,577,774	2,136,281
Forest Service Reserve	135,097	119,177	194,853	178,661	227,050	98,475
Total	7,592,044	7,994,742	6,515,576	17,867,634	9,103,769	22,071,462

Number of Licenses

Rights to Cut Timber	*Cariboo*	*Kamloops*	*Nelson*	*Prince George*	*Prince Rupert*	*Vancouver*
Tree Farm License	2	5	6	4	2	15
Woodlot License	93	85	59	172	52	39
Forest License	24	25	29	30	25	55
Timber Sale License (pulpwood agreement)	0	0	0	19	0	0
Timber Sale License (non-SBFEP)	1	2	0	0	5	10
Timber Sale License (SBFEP)	216	469	165	206	145	212
License to Cut	110	47	96	447	82	101
Total	446	633	355	878	311	432

4 *Table C-7 and C-8, Detailed Statistical Tables, Ministry of Forests*

3. Direct employment

Type of Employment	*Full-time*		*Part-time*		*Seasonal*		*TOTAL*	
	Total	*Aboriginal*	*Total*	*Aboriginal*	*Total*	*Aboriginal*	*Total*	*Aboriginal*
Management	125(32)	0 (25)	6 (21)	0 (21)	0 (21)	0 (21)	131	0
Clerical	293 (34)	18 (29)	23 (24)	3 (24)	19 (26)	4 (25)	335	25
Technical	650 (34)	36 (36)	23 (25)	3 (24)	50 (26)	7 (25)	723	46
Professional	264 (33)	3 (28)	6 (23)	0 (23)	2 (23)	0 (23)	272	3
General Labour	3 (24)	0 (22)	0 (21)	0 (22)	0 (21)	5 (23)	3	5
Silviculture	160 (30)	2 (27)	10 (22)	1 (22)	40 (26)	8 (25)	210	11
Fire Unit Crews	1 (23)	1 (22)	42 (22)	20 (22)	363 (28)	409 (31)	406	430
Tanker Bases	1 (24)	1 (23)	1 (22)	1 (22)	1 (22)	1 (22)	3	3
Lookouts	1 (24)	1 (23)	8 (23)	3 (23)	56 (27)	6 (24)	65	10
Recreation Sites	9 (27)	1 (22)	7 (22)	2 (22)	34 (25)	8 (21)	50	11
Range Activities	21 (26)	2 (23)	0 (21)	0 (21)	23 (23)	10 (22)	44	12
Other	68 (26)	7 (26)	0 (21)	0 (21)	49 (24)	11 (25)	117	18
TOTAL	1596	72	126	33	637	469	2359	574

Type of Aboriginal Enterprise	*Number of Wholly-owned Aboriginal Companies*	*Estimate of Number of Aboriginal Employees*
(3.14) Processing Plant / Mill	19 (24)	193 (21)
(3.15) Timber Harvesting	44 (27)	168 (23)
(3.16) Other	57 (22)	430 (20)
Total	120	791

B. Education & Training

Training Programs	*Number Involved for period: Apr/93 - Mar/94*	*Number Involved for period: Apr/92 - Mar/93*
(4.2) Native Orientation Program	23 (31)	40 (31)
(4.3) Native Unit Crew **Supervisor** Training Prog.	100 (28)	91 (28)
(4.4) Native Unit Crew **General Training** Program	524 (30)	514 (29)
(4.5) Forest Worker Development Program	642 (31)	161 (23)
(4.6) Other Forest Service Programs	152 (22)	133 (21)
Total	1,441	939

4.7	Number of participants obtaining on-going ***employment in the Forest Service***	172 (29)
	Number of participants obtaining on-going ***employment in the Forest industry***	126 (19)
	Number of participants obtaining on-going ***employment as a contractor***	76 (26)
	Number of participants obtaining on-going ***employment with a First Nation***	93 (20)
	Number of participants ***pursuing further education***	18 (20)

C. Planning and Resource Management

Data are presented in the body of the report.

REGION 1—VANCOUVER

Economic Development and Employment

1. Silviculture

Type of Contract	*Total Number of Direct Awards*	*Total Number of Competitive Contracts*	*Number of Direct Awards to First Nations*	*Number of Competitive Awards to First Nations*
(1.1) Planting	(a) 27 (20)	(b) 65 (10)	(c) 5 (8)	(d) 2 (8)
(1.2) Spacing	(a) 28 (9)	(b) 100 9)	(c) 17 (9)	(d) 3 (8)
(1.3) Thinning	(a) 1 (8)	(b) 7 (7)	(c) 0 (6)	(d) 0 (6)
(1.4) Brushing	(a) 13 (9)	(b) 65 (10)	(c) 15 (9)	(d) 5 (8)
(1.5) Other	(a) 112 (10)	(b) 48 (10)	(c) 16 (9)	(d) 2 (8)
TOTAL	181	285	53	12

	Direct Awards	*Competitive Awards*
(1.6) Total Dollar Value of ***All Contracts***	$ 4,686,973	$ 22,084,107
(1.7) Total Dollar Value of ***Contracts let to First Nations***	$ 1,047,774	$ 359,597

2. Access to tenure

Type of Timber Sale License Award	*Number of TSL's Granted to First Nations*	*Total Amount of Timber Awarded to First Nations (m^3)*
(2.1) Direct Awards under Section 18 of Forest Act	(c) 0 (5)	(d) 0 (5)
(2.2) Bid Proposal awards (for re-mfg) under Sect. 16.1	(c) 0 (5)	(d) 0 (5)
(2.3) Advertised under Sect. 16 for Category 1 (loggers)	(c) 1 (6)	(d) 45,471 (1)
(2.4) Advertised under Sect. 16 for Category 2 (mfg's)	(c) 0 (4)	(d) 0 (4)
TOTAL	1	

REGION 2—KAMLOOPS

Economic Development and Employment

1. Silviculture

Type of Contract	*Total Number of Direct Awards*	*Total Number of Competitive Contracts*	*Number of Direct Awards to First Nations*	*Number of Competitive Awards to First Nations*
(1.1) Planting	(a) 10 (8)	(b) 55 (6)	(c) 2 (8)	(d) 0 (8)
(1.2) Spacing	(a) 24 (7)	(b) 67 (8)	(c) 13 (7)	(d) 4 (8)
(1.3) Thinning	(a) 2 (5)	(b) 20 (5)	(c) 2 (6)	(d) 1 (6)
(1.4) Brushing	(a) 1 (7)	(b) 56 (8)	(c) 3 (8)	(d) 0 (8)
(1.5) Other	(a) 21 (7)	(b) 100 (8)	(c) 3 (8)	(d) 0 (8)
TOTAL	58	298	23	5

	Direct Awards	*Competitive Awards*
(1.6) Total Dollar Value of ***All Contracts***	$ 2,491,006 (8)	$ 18,228,269 (8)
(1.7) Total Dollar Value of ***Contracts let to First Nations***	$ 310,117 (8)	$ 74,670 (8)

2. Access to tenure

Type of Timber Sale License Award	*Number of TSL's Granted to First Nations*	*Total Amount of Timber Awarded to First Nations (m^3)*
(2.1) Direct Awards under Section 18 of Forest Act	(c) 1(5)	(d) 50 (1)
(2.2) Bid Proposal awards (for re-mfg) under Sect. 16.1	(c) 0 (5)	(d) 0 (5)
(2.3) Advertised under Sect. 16 for Category 1 (loggers)	(c) 0 (5)	(d) 0 (5)
(2.4) Advertised under Sect. 16 for Category 2 (mfg's)	(c) 2 (5)	(d) 9,961 (1)
TOTAL	3	

REGION 3—NELSON

Economic Development and Employment

1. Silviculture

Type of Contract	*Total Number of Direct Awards*	*Total Number of Competitive Contracts*	*Number of Direct Awards to First Nations*	*Number of Competitive Awards to First Nations*
(1.1) Planting	(a) 11 (6)	(b) 24 (6)	(c) 0 (5)	(d) 0 (6)
(1.2) Spacing	(a) 9 (6)	(b) 73 (6)	(c) 0 (5)	(d) 0 (5)
(1.3) Thinning	(a) 0 (5)	(b) 2 (5)	(c) 0 (5)	(d) 0 (5)
(1.4) Brushing	(a) 1 (5)	(b) 18 (5)	(c) 0 (5)	(d) 0 (5)
(1.5) Other	(a) 68 (6)	(b) 137 (6)	(c) 2 (6)	(d) 0 (5)
TOTAL	89	254	2	0

	Direct Awards	*Competitive Awards*
(1.6) Total Dollar Value of ***All Contracts***	$ 875, 030 (6)	$ 7,982,741 (6)
(1.7) Total Dollar Value of ***Contracts let to First Nations***	$ 42,900 (6)	$ 0 (5)

2. Access to tenure

Type of Timber Sale License Award	*Number of TSL's Granted to First Nations*	*Total Amount of Timber Awarded to First Nations (m^3)*
(2.1) Direct Awards under Section 18 of Forest Act	(c) 0 (6)	(d) 0 (5)
(2.2) Bid Proposal awards (for re-mfg) under Sect. 16.1	(c) 0 (6)	(d) 0 (5)
(2.3) Advertised under Sect. 16 for Category 1 (loggers)	(c) 0 (6)	(d) 0 (5)
(2.4) Advertised under Sect. 16 for Category 2 (mfg's)	(c) 0 (6)	(d) 0 (5)
TOTAL	0	

REGION 4—CARIBOO

Economic Development and Employment

1. Silviculture

Type of Contract	*Total Number of Direct Awards*	*Total Number of Competitive Contracts*	*Number of Direct Awards to First Nations*	*Number of Competitive Awards to First Nations*
(1.1) Planting	(a) 8 (6)	(b) 61 (6)	(c) 4 (6)	(d) 0 (6)
(1.2) Spacing	(a) 31 (6)	(b) 113 (6)	(c) 29 (6)	(d) 28 (6)
(1.3) Thinning	(a) 0 (4)	(b) 8 (5)	(c) 0 (5)	(d) 0 (5)
(1.4) Brushing	(a) 2 (5)	(b) 24 (5)	(c) 0 (5)	(d) 0 (5)
(1.5) Other	(a) 63 (6)	(b) 229 (6)	(c) 22 (6)	(d) 24 (6)
TOTAL	104	435	55	52

	Direct Awards	*Competitive Awards*
(1.6) Total Dollar Value of ***All Contracts***	$ 1,152,828 (6)	$ 19,913,931 (6)
(1.7) Total Dollar Value of ***Contracts let to First Nations***	$ 794,504 (6)	$ 1,570,856 (10)

2. Access to tenure

Type of Timber Sale License Award	*Number of TSL's Granted to First Nations*	*Total Amount of Timber Awarded to First Nations (m^3)*
(2.1) Direct Awards under Section 18 of Forest Act	(c) 18 (6)	(d) 4,206 (3)
(2.2) Bid Proposal awards (for re-mfg) under Sect. 16.1	(c) 1 (6)	(d) 22,230 (1)
(2.3) Advertised under Sect. 16 for Category 1 (loggers)	(c) 1 (6)	(d) 13,945 (1)
(2.4) Advertised under Sect. 16 for Category 2 (mfg's)	(c) 0 (6)	(d) 0 (6)
TOTAL	20	

REGION 5—PRINCE GEORGE

Economic Development and Employment

1. Silviculture

Type of Contract	*Total Number of Direct Awards*	*Total Number of Competitive Contracts*	*Number of Direct Awards to First Nations*	*Number of Competitive Awards to First Nations*
(1.1) Planting	(a) 25 (8)	(b) 82 (9)	(c) 6 (8)	(d) 2 (8)
(1.2) Spacing	(a) 60 (8)	(b) 25 (7)	(c) 36 (7)	(d) 1 (7)
(1.3) Thinning	(a) 17 (6)	(b) 20 (6)	(c) 0 (6)	(d) 0 (6)
(1.4) Brushing	(a) 37 (8)	(b) 34 (9)	(c) 23 (8)	(d) 5 (8)
(1.5) Other	(a) 185 (8)	(b) 209 (8)	(c) 22 (7)	(d) 5 (7)
TOTAL	324	370	87	13

	Direct Awards	*Competitive Awards*
(1.6) Total Dollar Value of ***All Contracts***	$ 8,469,833 (7)	$ 18,720,170 (7)
(1.7) Total Dollar Value of ***Contracts let to First Nations***	$ 2,349,477 (8)	$ 754,952 (8)

2. Access to tenure

Type of Timber Sale License Award	*Number of TSL's Granted to First Nations*	*Total Amount of Timber Awarded to First Nations (m^3)*
(2.1) Direct Awards under Section 18 of Forest Act	(c) 6 (6)	(d) 3,300 (3)
(2.2) Bid Proposal awards (for re-mfg) under Sect. 16.1	(c) 0 (7)	(d) 0 (7)
(2.3) Advertised under Sect. 16 for Category 1 (loggers)	(c) 1 (7)	(d)14,148 (2)
(2.4) Advertised under Sect. 16 for Category 2 (mfg's)	(c) 0	(d)15,600 (2)
TOTAL	7	

REGION 6—PRINCE RUPERT

Economic Development and Employment

1. Silviculture

Type of Contract	*Total Number of Direct Awards*	*Total Number of Competitive Contracts*	*Number of Direct Awards to First Nations*	*Number of Competitive Awards to First Nations*
(1.1) Planting	(a) 5 (8)	(b) 61 (8)	(c) 2 (8)	(d) 1 (8)
(1.2) Spacing	(a) 38 (8)	(b) 85 (8)	(c) 22 (8)	(d) 22 (8)
(1.3) Thinning	(a) 1 (8)	(b) 22 (8)	(c) 0 (8)	(d) 4 (8)
(1.4) Brushing	(a) 29 (8)	(b) 66 (8)	(c) 29 (8)	(d) 24 (8)
(1.5) Other	(a) 165 (7)	(b) 93 (7)	(c) 15 (7)	(d) 1 (7)
TOTAL	238	327	68	52

	Direct Awards	*Competitive Awards*
(1.6) Total Dollar Value of ***All Contracts***	$ 2,899,827 (8)	$ 23,640,954 (8)
(1.7) Total Dollar Value of ***Contracts let to First Nations***	$ 1,493,547 (8)	$ 3,324,341 (8)

2. Access to tenure

Type of Timber Sale License Award	*Number of TSL's Granted to First Nations*	*Total Amount of Timber Awarded to First Nations (m^3)*
(2.1) Direct Awards under Section 18 of Forest Act	(c) 3 (8)	(d) 200 (1)
(2.2) Bid Proposal awards (for re-mfg) under Sect. 16.1	(c) 0 (8)	(d) 0 (8)
(2.3) Advertised under Sect. 16 for Category 1 (loggers)	(c) 2 (8)	(d) 1,100 (1)
(2.4) Advertised under Sect. 16 for Category 2 (mfg's)	(c) 4 (7)	(d) 0 (7)
TOTAL	9	